MATERIAL REVIEWED AT CIA HEADQUARTERS BY
HOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS
SECRET

FILE TITLE/NUMBER/VOLUME: BAGLEY, Tennent H. "PETE"

INCLUSIVE DATES: 29 Aug 1949 - 21 June 1972

CUSTODIAL UNIT/LOCATION: Office of Personnel

ROOM: 5E13

DELETIONS, IF ANY:

| DATE RECEIVED | DATE RETURNED | REVIEWED BY (PRINT NAME) | SIGNATURE OF REVIEWING OFFICIAL |
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NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

BAGLEY, TENNENT H.

5604 D

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 14 JUNE 72

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, TENNENT H.
3. NATURE OF PERSONNEL ACTION: RETIREMENT - CIARDS INVOLUNTARY + Conversion from ESR Status
4. EFFECTIVE DATE REQUESTED: MONTH 06 DAY 30 YEAR 72
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V / V TO CF / CF TO V / XX CF TO CF
7. FINANCIAL ANALYSIS NO. CHARGEABLE: 2136-1187
8. LEGAL AUTHORITY (Completed by Office of Personnel): PL 88-643 Sec 235(a)
9. ORGANIZATIONAL DESIGNATIONS: DDP/EUR DIVISION, FOREIGN FIELD, BENELUX AREA, BRUSSELS STATION
10. LOCATION OF OFFICIAL STATION: BRUSSELS, BELGIUM
11. POSITION TITLE: CHIEF OF STATION (16)
12. POSITION NUMBER: 0296
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0136.05
16. GRADE AND STEP: 16 ~~5~~ 6
17. SALARY OR RATE: XXXXX ~~33634~~ $ 34623

18. REMARKS: 1 cc PAYROLL

18A. SIGNATURE OF REQUESTING OFFICIAL: WILLIAM C. COOLEY C/E/PERS — DATE SIGNED: 6/15/72
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER — DATE SIGNED: 6/16

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19 ACTION CODE | 20 EMPLOY. CODE | 21 OFFICE CODING | 22 STATION CODE | 23 INTEGREE CODE | 24 ROSTER CODE | 25 DATE OF BIRTH | 26 DATE OF GRADE | 27 DATE OF LEI |
|---|---|---|---|---|---|---|---|---|
| 45 | 10 | | | | 3 | 11 11 25 | | |

| 28 NTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA | 31 SEPARATION DATA CODE | 32 CORRECTION/CANCELLATION DATA | EOD DATA | 33 SECURITY REQ. NO. | 34 SEX |
|---|---|---|---|---|---|---|---|
| | | 1—CSC 2—CIARDS 3—FICA 4—NONE; CODE 0, 60,000,0. | | | | | |

35 VET PREFERENCE | 36 SERV COMP DATE | 37 LONG COMP. DATE | 38 CAREER CATEGORY | 39 FEGLI/HEALTH INSURANCE | 40 SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE | 42. LEAVE CAT. CODE | 43 FEDERAL TAX DATA | 44 STATE TAX DATA

45 POSITION CONTROL CERTIFICATION: 6-28-72 [illegible]
46 O/P APPROVAL: Harry B. Fisher — DATE APPROVED: 28 June 72

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14-00000

Executive Registry
72-3246

28 JUN 1972

Mr. Tennent H. Bagley
2721 Glenwick Place
LaJolla, California 92037

Dear Pete:

As you reach the end of your active career of Government service, I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than twenty-five years of service to your country. The success with which you have met this challenge should be a source of lasting pride to you.

May I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment in the years ahead.

Sincerely,

/s/ Richard Helms

Richard Helms
Director

Distribution:
0 - Addressee
1 - DDCI
1 - ER
1 - D/Pers
1 - OPF
1 - ROB Soft File
1 - ROB Reader

/s/Harry B. Fisher
26 JUN 1972

Originator: ______________________
Director of Personnel

OP/RAD/ROB/PJSeidel:jat/3257 (21 June 1972)

ADMINISTRATIVE - INTERNAL USE ONLY

30 June 1972

MEMORANDUM FOR THE RECORD

SUBJECT : Retirement - Tennent H. Bagley

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.

2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Ronald Gage
Ronald Gage
Chief
Retirement Affairs Division

ADMINISTRATIVE - INTERNAL USE ONLY

14-00000

SECRET

72-3155

12 MAY 1972

MEMORANDUM FOR : Tennent H. Bagley

SUBJECT : Involuntary Retirement Under the CIA Retirement and Disability System

1. This will confirm a previous discussion with you concerning the problem of a surplus in your career service of on-duty strength in relation to new reduced ceiling and the consequent need to effect a reduction in personnel. At that time you indicated your willingness to assist your career service in reaching its reduced personnel ceiling by accepting involuntary retirement.

2. Accordingly, and in order to establish the necessary conditions for involuntary retirement under CIARDS, I have determined that you are surplus to the needs of your career service and will recommend your retirement to the Director, effective 30 June 1972.

3. I urge you to contact the Retirement Affairs Division, Office of Personnel, where every effort will be made to provide whatever information and assistance you may need in preparing for your proposed retirement.

[signature]

Thomas H. Karamessines
Deputy Director for Plans

NOTED: 19 June 1972

Tennent H. Bagley
Employee Signature

SECRET

14-00000

CONFIDENTIAL

Executive Registry
72-8506

# CIA RETIREMENT AND DISABILITY SYSTEM
## Request for Retirement

I. Name of Applicant : Tennent H. Bagley DOB : 11 November 1925
Grade : GS-16 Position : Chief of Station, Brussels
Office/Division : European Division
Career Service : Clandestine Service

II. Date Requested for Retirement : 30 June 1972 (Involuntary)
Age at that Date : 46
Years of Creditable Service : 25
Years of Agency Service : 21
Years of Qualifying Service : 13

III. Applicant's Career Service
Recommends : X Approval ___ Disapproval
Reasons for recommending disapproval ___

IV. Retirement Board
Recommends : X Approval ___ Disapproval
Reasons for recommending disapproval ___

V. Director of Personnel
Recommends : X Approval ___ Disapproval
Reasons for recommending disapproval ___

/s/Harry B. Fisher — 20 JUN 1972
Director of Personnel — Date

VI. Action by Director of Central Intelligence : ✓ Approved ___ Disapproved

___ Director of Central Intelligence — ___ Date

CONFIDENTIAL

14-00000

EYES ONLY

5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

SUBJECT : Recommendation for Promotion to GS-17 - Mr. Tennent H. Bagley

1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SB Division.

2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers under both official and non-official cover. Pete Bagley is one of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified.

/s/
John L. Hart
Chief
European Division

13 August 1970

Acting Chief, EUR Division, confirmed this nomination for the Fall 1970 Review.

[signature]
Robert W. Sheay
Secretary, Clandestine Service
Career Service Bd

Not Promoted by CSCS Board Sep 70

EYES ONLY

SECRET

14-00000

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 10 AUG 67

1. SERIAL NUMBER: 056043 L
2. NAME (Last-First-Middle): BAGLEY, TENNENT H
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT
4. EFFECTIVE DATE REQUESTED: MONTH 02 DAY 27 YEAR 67
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V / V TO CF / CF TO V / XX CF TO CF
7. FINANCIAL ANALYSIS NO CHARGEABLE: 8136 1187
8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS:
DDP/EUR
FOREIGN FIELD
NORTHERN REGION
BRUSSELS STATION
10. LOCATION OF OFFICIAL STATION: BRUSSELS, BELGIUM
11. POSITION TITLE:
ATTACHE
CHIEF OF STATION
12. POSITION NUMBER: 0296
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): FSR / GS
15. OCCUPATIONAL SERIES: 0136.05
16. GRADE AND STEP: 03 2 / 16 3
17. SALARY OR RATE: 16,391 / $ 21,415

18. REMARKS

FROM DDP/SB #0002

SB CONCURS PER E.C. Johnson (phone 8-10-67)

X Wash., D.C.

DCI Approval 27 Jan 67

18A. SIGNATURE OF REQUESTING OFFICIAL: WILFORD C. TAYLOR, C/E/PERS — DATE SIGNED: 8/14/67

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] — DATE SIGNED: 8/16/67

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. VOUCHERS CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE MO. DA. YR. | 27. DATE OF LEI MO. DA. YR. |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 44550 | EUR | 16543 | 5 | 3 | 11 11 25 | | |

| 28. NTE EXPIRES MO. DA. YR. | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA 1—CSC 3—FICA 5—NONE | CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA TYPE | MO. DA. YR. | EOD DATA | 33. SECURITY REQ NO | 34. SEX |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | |

| 35. VET PREFERENCE CODE 0—NONE 1—5 PT 2—10 PT | 36. SERV COMP DATE MO. DA. YR. | 37. LONG. COMP. DATE MO. DA. YR. | 38. CAREER CATEGORY CODE | 39. FEGLI/HEALTH INSURANCE CODE 9—WAIVER 1—YES | HEALTH INS CODE | 40. SOCIAL SECURITY NO |
|---|---|---|---|---|---|---|
| | | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—BREAK IN SERVICE (LESS THAN 3 YEARS) 3—BREAK IN SERVICE (MORE THAN 3 YEARS) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA FORM EXECUTED 1—YES 2—NO | CODE | NO. TAX EXEMPTIONS | 44. STATE TAX DATA FORM EXECUTED 1—YES 2—NO | CODE | NO TAX EXEMP | STATE CODE |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | | |

45. POSITION CONTROL CERTIFICATION: Form: SB / 8-18-67 / OMW
46. OP APPROVAL: R.H.-Bond — DATE APPROVED: 17 Aug 67

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

| | | |
|---|---|---|
| 1. NAME (Last, First, Middle)<br>BAGLEY, Tennent H. | 2. DATE OF BIRTH<br>Nov. 11 1925 | 3. GRADE<br>GS-16 |
| 4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment)<br>DDP/SB | 5. PRESENT POSITION<br>DC/SB | 6. EMPLOYEE EXTENSION<br>7438 |
| 7. PROPOSED STATION<br>Brussels | 8. PROPOSED POSITION (Title, Number, Grade)<br>COS 0296 | |
| 9. TYPE OF COVER AT NEW STATION<br>Integree | 10. ESTIMATED DATE OF DEPARTURE<br>25 Aug 67 | 11. NO. OF DEPENDENTS TO ACCOMPANY<br>four |

12. COMMENTS

89's attached to OMS copies 259 a forwarded direct. Subject on TDY standby until November 1967. Request evaluation for above PCS.

| 13. DATE OF REQUEST | 14. SIGNATURE OF REQUESTING OFFICIAL | 15. ROOM NUMBER AND BUILDING | 16. EXTENSION |
|---|---|---|---|
| 28 July 1967 | Marge Grostephan (signature)<br>Marge Grostephan | 4B-01 Hqs. | 6913 |

17. OFFICE OF MEDICAL SERVICES DISPOSITION

18. OFFICE OF SECURITY DISPOSITION

19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION

QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS

(signature)

Chairman, Overseas Candidate Review Panel

REQUEST FOR PCS OVERSEAS EVALUATION

FORM 1-66 259a USE PREVIOUS EDITIONS

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(4)

14-00000

SECRET

COPY [illegible]

19 JAN 1967

MEMORANDUM FOR: Director of Central Intelligence

THROUGH : Deputy Director for Plans

SUBJECT : Appointment of Mr. Tennent H. Bagley as Chief of Station, Brussels, Belgium

1. The appointment of Mr. Tennent H. Bagley as Chief of Station, Brussels, Belgium, effective on or about 15 June 1967, is recommended. Mr. Bagley would replace Mr. William D. O'Ryan.

2. Mr. Bagley has been an employee of the Agency since July 1950, and is presently assigned as an Operations Officer, Deputy Chief, Soviet Bloc Division, GS-16. A biographic profile, including information regarding his Agency experience and training, is attached.

Rolfe Kingsley
Chief
European Division

1 Attachment
Biographic Profile (Parts 1 & 2)

APPROVAL RECOMMENDED:

Deputy Director for Plans — Date 25 Jan 6—

The recommendation in paragraph 1 is APPROVED:

Director of Central Intelligence — Date 27 JAN 1967

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

14-00000

SECRET

3 October 1966

MEMORANDUM FOR: Mr. Robert W. Sheay
Secretary
Clandestine Services
Career Service Board

SUBJECT: Mr. Tennent H. Bagley
Promotion to GS-17

1. Mr. Bagley was promoted to GS-16 on 6 June 1965. At that time he was Chief, CI Group, SR Division. On 1 September 1965 he was appointed Deputy Division Chief, SR Division. As his fitness reports attest, his performance in that position was outstanding and when in May 1966 the Soviet Bloc Division was created he was named Deputy Division Chief of the new Division.

2. There is little that need be added to previous fitness reports in my evaluation of Mr. Bagley's current performance. It continues to be that of a dedicated and gifted officer whose energies and extensive substantive knowledge make a vital contribution to one of the top priority programs of the Clandestine Services. Much more important, in considering Mr. Bagley for promotion to the next level of the supergrades, is his potential for additional growth and responsibility. He would be capable now of taking charge of a field station, particularly one with special opportunities for work against the Soviet Bloc and the Chinese targets. With time (he is forty-one) he will be capable of assuming the senior position in any division or staff in the CS. He is clearly one of the outstanding officers in our service.

David E. Murphy
David E. Murphy
Chief, Soviet Bloc Division

Not approved by CSCS Board

SECRET

GROUP 1

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 27 December 1966

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, TENNENT H.
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT
4. EFFECTIVE DATE REQUESTED: MONTH 12 DAY YEAR 66
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V | V TO CF | CF TO V | XXX CF TO CF
7. FINANCIAL ANALYSIS NO CHARGEABLE: 7134 0573 0000
8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS: DDP SB DIVISION OFFICE OF THE CHIEF
10. LOCATION OF OFFICIAL STATION: WASHINGTON, D.C.
11. POSITION TITLE: POL OFFICER 2ND SEC / OPS OFFICER - D DIV CH (SG)
12. POSITION NUMBER: 0002
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): FSS / GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 01 1 / 16 2
17. SALARY OR RATE: 15,841 / $ 20,745
18. REMARKS:

D
47

D
51

18A. SIGNATURE OF REQUESTING OFFICIAL: E. C. JOHNSON, C/SB/PERS — DATE SIGNED: 12/27/66
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] — DATE SIGNED:

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19 ACTION CODE | 20 EMPLOY CODE | 21 OFFICE CODING NUMERIC | ALPHABETIC | 22 STATION CODE | 23 INTEGREE CODE | 24 HOURS CODE | 25 DATE OF BIRTH MO DA YR | 26 DATE OF GRADE MO DA YR | 27 DATE OF LEI MO DA YR |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 48040 | 56 1503 | | | 1 | 11 11 05 | | |

28 NTE EXPIRES (MO. DA. YR.) | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1—CSC, 2—FICA, 3—NONE) CODE | 31 SEPARATION DATA CODE | 32 CORRECTION/CANCELLATION DATA TYPE MO DA YR | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE CODE (1—NONE, 2—5 P, 3—10 P) | 36 SERV COMP DATE MO DA YR | 37 LONG COMP DATE MO DA YR | 38 CAREER CATEGORY (CAR PROV PROB TEMP) CODE | 39 FEGLI HEALTH INSURANCE CODE (0—WAIVED, 1—FEGLI) HEALTH INS CODE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE LESS THAN 3 YEARS, 3—BREAK IN SERVICE MORE THAN 3 YEARS) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA: FORM EXECUTED (1—YES, 2—NO) CODE NO. TAX EXEMPTIONS | 44 STATE TAX DATA: FORM EXECUTED (1—YES, 2—NO) CODE NO TAX EXEMP STATE CODE

45 POSITION CONTROL CERTIFICATION: 12-29-66 [initials]
46 O.P. APPROVAL: [signature]
DATE APPROVED: 30 DEC 1966

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(4)

D 4S

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 15 June 1966

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, TENNENT H.
3. NATURE OF PERSONNEL ACTION: DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM
4. EFFECTIVE DATE REQUESTED: MONTH 07 / DAY 03 / YEAR 66
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V; V TO CF; CF TO V; X CF TO CF
7. COST CENTER NO. CHARGEABLE: 6134-0573
8. LEGAL AUTHORITY (Completed by Office of Personnel): PL 88-643 Sect. 203
9. ORGANIZATIONAL DESIGNATIONS: DDP/SR
10. LOCATION OF OFFICIAL STATION: WASHINGTON, D. C.
11. POSITION TITLE:
12. POSITION NUMBER:
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.):
15. OCCUPATIONAL SERIES:
16. GRADE AND STEP: 16
17. SALARY OR RATE: $

18. REMARKS

EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.

18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE | 20 EMPLOY CODE | 21 OFFICE CODING (NUMERIC, ALPHABETIC) | 22 STATION CODE | 23 INTEGREE CODE | 24 ACCTS CODE | 25 DATE OF BIRTH (MO. DA. YR.) | 26 DATE OF GRADE (MO. DA. YR.) | 27 DATE OF LEI (MO. DA. YR.)

28 VET. EXCESS (MO. DA. YR.) | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1—CSC, 3—FICA, 5—NONE) CODE 2 | 31 SEPARATION DATA CODE | 32 CORRECTION CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33 SECURITY CO. NO. | 34 SEX

35 VET. PREFERENCE (CODE; 0—NONE, 1—5 PT, 2—10 PT) | 36 SERV. COMP. DATE (MO. DA. YR.) | 37 LONG COMP. DATE (MO. DA. YR.) | 38 CAREER CATEGORY (CAR. RESV. PROV. TEMP) | 39 FEGLI/HEALTH INSURANCE (CODE; 0—WAIVED, 1—YES; HEALTH INS. CODE) | 40 SOCIAL SECURITY 43

41 PREVIOUS GOVERNMENT SERVICE DATA: CODE; 0—NO PREVIOUS SERVICE; 1—NO BREAK IN SERVICE; 2—BREAK IN SERVICE (LESS THAN 3 YEARS); 3—BREAK IN SERVICE (MORE THAN 3 YEARS) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS) | 44 STATE TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMP; STATE CODE)

45 POSITION CONTROL CERTIFICATION: 6/3/66 | 46 O.P. APPROVAL: See memo signed by D/Pers dated 17 Jun 1966 | DATE APPROVED

FORM 6-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 — EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

OP-2 1-64

DD/P 6-1089

16 March 1966

MEMORANDUM FOR: All Staff and Division Chiefs

SUBJECT : Appointment of a Clandestine Services Career Trainee Selection Board

1. A Clandestine Services Career Trainee Selection Board (hereafter called The Board) is hereby appointed, composed of the following officers:

| | | |
|---|---|---|
| Robert Anderson | - | Member |
| Tennant Bagley | - | Member |
| Bruce Cheever | - | Chairman |
| Lewis Lapham | - | Member |
| Edward Ryan | - | Member |

2. The Board will review all files and assessments of CTs who have finished the Operational Familiarization Course, and who are candidates for admission to the Clandestine Services. The Board will interview each candidate and, after due deliberation, will either accept or reject the CT for service in the Clandestine Services. Rejection by The Board will preclude the attendance by the CT at the Operations Course. CT's so rejected will be turned back to the CIA Office of Personnel for disposition.

3. In interviewing the CT candidate The Board will:

a. Attempt to determine the CT's motivation and suitability for service in the CS.

b. Evaluate the CT's training to date based on his record in the Introduction to Communism, Agency Orientation, Introduction to Intelligence Techniques and the Operational Familiarization Course. If the CT has served in an attached capacity with one of the Staffs or Divisions upon completion of the OFC, the assessment of that Staff or Division on the CT's performance and potential will be taken into consideration on his overall evaluation.

c. Review the CT's assessment by the A & E Staff.

d. Attempt to determine the following:

(1) The CT's willingness to serve overseas as directed by the CS.

(2) The mobility and suitability of the CT's family, if any, ~~for~~ overseas service.

(3) What future does the CT foresee for himself in the CS. Where does he want to go; where does he think he is going.

(4) Any reservation the CT may express or imply as to his participation in the Special Operations Course.

(5) Such other ~~items as~~ The Board may consider relevant in the interview of specific candidates.

e. Prepare a Memorandum of Record expressing the opinion of The Board and any observations or recommendations The Board may wish to record on its interview of the CT. Such M/R will become a part of the permanent file of the CT.

4. The Board will meet beginning on April 13, 1966, in Room 3-C-28, for half days, and will continue until all CT's are interviewed. The Chairman may call for such additional sessions as are necessary to complete The Board's work.

5. DDP/TRO will act as Secretary to The Board and will be responsible for coordination with OTR to ensure the presence of the CT's for the interview and that appropriate assessment records in the hands of OTR are available to The Board.

6. CSPS will provide administrative support to The Board, and will ensure that CT's now attached to the Staffs and Divisions are present for the interview and

that the assessment by the Staffs and Divisions is available to The Board.

7. The method of CT selection outlined above supersedes previous selection procedures employed by the CS in determining CT acceptance into the CS.

Desmond FitzGerald
Deputy Director for Plans

Distribution:
2 - each Staff & Division Chief
1 - each DDP Training Officer
1 - each DDP Senior Training Officer
1 - DC/FI (Mr. Anderson)
1 - DC/SR (Mr. Bagley)
1 - C/SOD (Mr. Cheever)
1 - DC/CA (Mr. Lapham)
1 - DC/WE (Mr. Ryan)
5 - C/CSPS (for file)
1 - Director of Training
1 - Deputy Director of Training
1 - Chief, Career Trainee Program
1 - COS/Isolation

SECRET
(When Filled In)

14 July 1966

MEMORANDUM FOR: Mr. Tennent H. Bagley

THROUGH : Head of CS Career Service

SUBJECT : Notification of Designation as a Participant in the CIA Retirement and Disability System

My recent memorandum on the above subject informed you that I had determined that you met the criteria specified in HR 20-50 for designation as a participant in the CIA Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 3 July 1966.

Emmett D. Echols
Director of Personnel

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

14-00000

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 1 SEPTEMBER 1965

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 056043 | BAGLEY, TENNENT H. |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 09 / / 65 | REGULAR |

| 6. FUNDS | V TO V | | V TO CF | | 7. COST CENTER NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|---|
| | CF TO V | XX | CF TO CF | | 6134-0573 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP SR DIVISION<br>OFFICE OF THE CHIEF | WASHINGTON, D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| POL OFFICER 2nd SEC<br>OPS OFFICER -D DIV CH 56 | 0002 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| FSR<br>GS | 0136.01 | 04 2<br>16 1 | 12,495<br>$18,935 |

18. REMARKS

REPLACING MR. SIDNEY A. STEIN who is transferring to WE/Ottawa.

FROM: SR, COUNTERINTELLIGENCE GROUP
OFFICE OF THE CHIEF POSITION NO. 0985

Record [illegible]

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| E C JOHNSON C/SR/PERS | 9/1/65 | [signature] | 9/2/65 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING (NUMERIC / ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. HQTRS CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|
| | | | | | 1 | 11 1 25 | | |

| 28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—FICA, 3—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33. SECURITY REQ NO | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE CODE (0—NONE, 1—5 PT, 2—10 PT) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG COMP. DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR. RSV / PROV TEMP) CODE | 39. FEGLI HEALTH INSURANCE (CODE 0—WAIVED, 1—YES; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE LESS THAN 3 YEARS, 3—BREAK IN SERVICE MORE THAN 3 YEARS) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO TAX EXEMPT; STATE CODE) |
|---|---|---|---|
| | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O P APPROVAL | DATE APPROVED |
|---|---|---|
| [signature] 9/8/65 | [signature] for [illegible] | 7 Sept |

FORM 6-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 16 March 1965

| 1 SERIAL NUMBER | 2 NAME (Last-First-Middle) |
|---|---|
| 056043 | BAGLEY, Tennent H. |

| 3 NATURE OF PERSONNEL ACTION | 4 EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5 CATEGORY OF EMPLOYMENT |
|---|---|---|
| PROMOTION | 6 / 6 / 65 | REGULAR |

| 6 FUNDS | | | | |
|---|---|---|---|---|
| | | V TO V | | V TO CF |
| | | CF TO V | X | CF TO CF |

7 COST CENTER NO. CHARGEABLE: 5134-0573-4000

8 LEGAL AUTHORITY (Completed by Office of Personnel):

| 9 ORGANIZATIONAL DESIGNATIONS | 10 LOCATION OF OFFICIAL STATION |
|---|---|
| DDP SR DIVISION<br>~~SR-CI-GR~~ COUNTERINTELLIGENCE Group<br>OFFICE OF THE CHIEF | WASH., D.C. |

| 11 POSITION TITLE | 12 POSITION NUMBER | 13 CAREER SERVICE DESIGNATION |
|---|---|---|
| Pol Officer and Sec<br>OPS OFFICER ~~DX~~ CH | 0995 | D |

| 14 CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15 OCCUPATIONAL SERIES | 16 GRADE AND STEP | 17 SALARY OR RATE |
|---|---|---|---|
| FSR<br>GS | 0136.01 | 07 2<br>16 1 | 17,995<br>$ 18,935 |

18 REMARKS

cc: Payroll

| 18A SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| | | Robert W. [illegible]<br>Sec CSCS Bd. | 17 Mar 1965 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19 ACTION CODE | 20 EMPLOY CODE | 21 OFFICE CODING (NUMERIC / ALPHABETIC) | 22 STATION CODE | 23 INTEGREE CODE | 24 OCCUP. CODE | 25 DATE OF BIRTH (MO. DA. YR.) | 26 DATE OF GRADE (MO. DA. YR.) | 27 DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|
| | | | | | 1 | 11 / 11 / 25 | | |

| 28 NTE EXPIRES (MO. DA. YR.) | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1-CSC, 2-FICA, 3-NONE) CODE | 31 SEPARATION DATA CODE | 32 CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR) | EOD DATA | 33 SECURITY REQ NO | 34 SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35 VET. PREFERENCE (CODE: 0-NONE, 1-5 PT, 2-10 PT) | 36 SERV. COMP. DATE (MO. DA. YR.) | 37 LONG COMP. DATE (MO. DA. YR.) | 38 CAREER CATEGORY (CAR/RESV, PROV/TEMP) CODE | 39 FEGLI/HEALTH INSURANCE (CODE 0-WAIVED 1-YES; HEALTH INS CODE) | 40 SOCIAL SECURITY NO |
|---|---|---|---|---|---|
| | | | | | |

| 41 PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA (FORM EXECUTED 1-YES 2-NO, CODE, NO. TAX EXEMPTIONS) | 44 STATE TAX DATA (FORM EXECUTED 1-YES 2-NO, CODE, NO. TAX EXEMP., STATE CODE) |
|---|---|---|---|
| | | | |

| 43 POSITION CONTROL CERTIFICATION | 45 OP APPROVAL | DATE APPROVED |
|---|---|---|
| | [signature] | 1 June 65 |

FORM 6-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14-00000

SECRET
EYES ONLY

27 October 1964

MEMORANDUM FOR: Mr. Robert W. Sheay
Secretary
Clandestine Services
Career Service Board

SUBJECT: Tennent H. Bagley
Promotion to GS-16

1. Mr. Bagley is without question among the best qualified of the senior officers in SR Division and is also one of the most competent counterespionage officers in the Clandestine Services as a whole. Few have had his preparation or his experience in the Soviet Bloc aspects of this field. After entering on duty in 1950 he was assigned to the Vienna Station where for five years he worked directly on operations against the Soviet intelligence elements concentrated there. When he returned to Headquarters, he supervised the CE Section of the Polish Branch, EE Division when a combination of defectors and penetrations of the Polish services made this job one of the most demanding of any in the Clandestine Services. In his next overseas assignment in Switzerland, he evolved techniques of operational analysis of Soviet intelligence residencies which form the backbone of the system we are using today. While in this post he participated in an operation involving a major penetration of the Polish intelligence service which also had enormous significance for our efforts against the Soviets. Just prior to his departure from Switzerland, he handled one of the most complex and challenging Soviet CE operations ever encountered by our service.

2. In 1962 he was appointed Chief of SR Division's CE element. Under his direction the CE effort of the Division took on entirely new dimensions. Because of Mr. Bagley's marvelous combination of CS experience, substantive knowledge and enthusiasm, the SR/CI Group has become one of the most effective and highly motivated units in the Division. The Group has developed a high level of substantive specialization which it applies to CS coverage of the Soviet intelligence services throughout the world. At the same time, a large percentage of the Group's best officers have been committed full time to a special operation of great value and significance. The ability of

SECRET
EYES ONLY

SR/CI to absorb this workload stems not only from Mr. Bagley's capacity for professional guidance but his effectiveness in leading and inspiring those under him.

3. Mr. Bagley's record to date reveals a high degree of specialization in counterespionage yet it would be misleading indeed to conclude that his professional interests and potential are confined to this field. His contributions to the broader problems of Soviet operations have been invaluable particularly in the way in which he has suggested new techniques for attacking the Soviet target abroad.

4. I consider Mr. Bagley an outstanding officer to whom the Clandestine Services will turn for the exercise of still greater responsibilities in the future. He is fully qualified for promotion to GS-16. I urge that he be promoted now in recognition of the work he has done so far and the potential he possesses for a productive career at the top level of Clandestine Services officers.

David E. Murphy
Chief, SR Division

SECRET
EYES ONLY

14-00000

SECRET
(When Filled In)

| NAME OF EMPLOYEE (Last-First-Middle) | NAME AND RELATIONSHIP OF DEPENDENT* | CLAIM NUMBER |
|---|---|---|
| Bagley, James H. | Marie, wife | 63-11 6 |

There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 23 March 61. [illegible].

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

| DATE OF NOTICE | SIGNATURE OF OCD REPRESENTATIVE** |
|---|---|
| 27 MAR [illegible] | B. DeFelice |

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

FORM 12-59 1076 USE PREVIOUS EDITION. SECRET (4-21-33)

SECRET
(When Filled In)

| NAME OF EMPLOYEE (Last-First-Middle) | NAME AND RELATIONSHIP OF DEPENDENT* | CLAIM NUMBER |
|---|---|---|
| Bagley, Tennent H. | Maria, wife | 63-116 |

There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 10 March 1961 Flu, etc.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

| DATE OF NOTICE | SIGNATURE OF OSD REPRESENTATIVE |
|---|---|
| 13 February 1963 | [signature] |

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET
(When Filled In)

| NAME OF EMPLOYEE (Last-First-Middle) | NAME AND RELATIONSHIP OF DEPENDENT* | CLAIM NUMBER |
|---|---|---|
| Jencks, David | Sarah - daughter | 63-119 |

There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on ~~8 January 1963~~. Tonsillectomy.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

| DATE OF NOTICE | SIGNATURE OF BSD REPRESENTATIVE |
|---|---|
| 13 February 1963 | [illegible] |

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

FORM 10-59 1076 USE PREVIOUS EDITION. SECRET (4-21-35)

SECRET

DODS 63-397

10 October 1963

MEMORANDUM FOR: Mr. Tennent H. Bagley
Chief, CI Branch, SR Division

SUBJECT: DODS-Sponsored Orientation Program for Contact Division Field Officers

I wish to express my appreciation for your participation in our training program at Warrenton from 23-27 September 1963. On balance, this program, which was designed to familiarize OO/CD personnel with the general mission of the Clandestine Services and the particular problems of DODS, went very well.

Your presentation stood out as one of the highlights of the program and received unanimous commendation from the OO/CD officer-trainees. Your able exposition on a most important subject contributed heavily to the success of the program and is indeed much appreciated.

C. Tracy Barnes

C. TRACY BARNES
Chief, DODS

SECRET

14-00000

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 5 October 1962

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, TENNENT H.
3. NATURE OF PERSONNEL ACTION: Reassignment
4. EFFECTIVE DATE REQUESTED: MONTH 10 DAY YEAR 62
5. CATEGORY OF EMPLOYMENT: Regular
6. FUNDS: V TO V / CF TO V / V TO CF / X CF TO CF
7. COST CENTER NO. CHARGEABLE: 3134 1000 1000
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATIONS: DDP/SR Chief, Operations and Plans Counterintelligence Branch Office of the Chief
10. LOCATION OF OFFICIAL STATION: Washington, D. C.
11. POSITION TITLE: ~~Pol Officer 2nd Sec~~ Ops Officer (Br Ch)
12. POSITION NUMBER: 578
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): ~~FSR~~ GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: ~~05 0~~ 15 1
17. SALARY OR RATE: $ ~~9055~~ 9620 ~~13730~~ 14,565

18. REMARKS:
From DDP/EE/Switzerland Sta/slot 1586.

Copy to Office of Security.

Due to report to SR o/a 10/22/62.

Recorded by CSPD DM

Concur Richard P. Wis... EE Pers

18A. SIGNATURE OF REQUESTING OFFICIAL: ANDREW L. BUSBY, C/SR/PERSONNEL
DATE SIGNED:
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: McKissin
DATE SIGNED: 29 Oct 62

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING (Numeric) | (Alphabetic) | 22. STATION CODE | 23. INTEGREE CODE | 24. VOCTORS CODE | 25. DATE OF BIRTH | 26. DATE OF GRADE | 27. DATE OF LEI |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 1078 | SR | 7513 | | 1 | 12 11 25 | | |

| 28. NTE EXPIRES | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | 1 - CSC, 3 - FICA, 5 - NONE | | | | | |

| 35. VET. PREFERENCE | 36. SERV. COMP. DATE | 37. LONG. COMP. DATE | 38. CAREER CATEGORY | 39. FEGLI / HEALTH INSURANCE | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| 0 - NONE, 1 - 5 PT., 2 - 10 PT. | | | CAR/RESV, PROV/TEMP. | 0 - WAIVER, 1 - YES; HEALTH INS. CODE | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA | 44. STATE TAX DATA |
|---|---|---|---|
| 0 - NO PREVIOUS SERVICE; 1 - NO BREAK IN SERVICE; 2 - BREAK IN SERVICE (LESS THAN 3 YRS); 3 - BREAK IN SERVICE (MORE THAN 3 YRS) | | FORM EXECUTED 1 - YES 2 - NO; CODE; NO. TAX EXEMPTIONS | FORM EXECUTED 1 - YES 2 - NO; CODE; NO. TAX EXEMP.; STATE CODE |

45. POSITION CONTROL CERTIFICATION: MHB 10-31-62
46. O.P. APPROVAL: McKissin
DATE APPROVED: 29 Oct 62

FORM 1-62 1152 OBSOLETE PREVIOUS EDITION AND FORM 1152a. SECRET (4)

14-00000

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 13 SEPTEMBER 1962

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, Tennent H.
3. NATURE OF PERSONNEL ACTION: Promotion
4. EFFECTIVE DATE REQUESTED: MONTH 09 DAY 16 YEAR 62
5. CATEGORY OF EMPLOYMENT: Regular
6. FUNDS: V TO V / CF TO V / V TO CF / CF TO CF — X
7. COST CENTER NO. CHARGEABLE: 3139 5600 1065
8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS:
DDP/EE
Switzerland Station
Office of the Chief
10. LOCATION OF OFFICIAL STATION: Bern, Switzerland
11. POSITION TITLE: ~~OPS Officer~~ Pol officer (2nd Secty) (D)
12. POSITION NUMBER: 1586
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): ~~FSR~~ GS (14)
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: ~~05~~ 15 ~~3~~ 1
17. SALARY OR RATE: $ ~~9055~~ 13730
18. REMARKS:
PRA - 20-21 - C (1) in order to complete a two year tour of duty

Recorded by CSPD [initials]

18A. SIGNATURE OF REQUESTING OFFICIAL: [signature] Margaret E. McKenney, C/EE/PERS — DATE SIGNED: 9-13-62
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] — DATE SIGNED: 9/14/62

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGRATE CODE | 24. HOURS CODE | 25. DATE OF GRADE |
|---|---|---|---|---|---|---|---|
| 32 | 10 | 54600 | EE | 69007 | | 3 | 11 11 25 |

29. SPECIAL REFERENCE: 80

EOD DATA

42. LEAVE CAT. CODE: [illegible]

45. POSITION CONTROL CERTIFICATION: [initials]
46. O.P. APPROVAL: [signature] — DATE APPROVED: 9/14/62

FORM 4-62 1152 OBSOLETE PREVIOUS EDITION AND FORM 1152A.

SECRET

14-00000

28 FEB 1961

SECRET

MEMORANDUM FOR: Director of Personnel

SUBJECT : BAGLEY, Tennent H.
Foreign Service Cover Promotion

According to information received from the Department of State, Subject has been promoted from FSR-6, $8,655, to FSR-5, $8,755, effective 5 February 1961.

Joseph M. Adams
JOSEPH M. ADAMS
Chief,
~~Official Cover & Liaison, CCD~~
Official Cover Branch, CCG

cc: Compensation & Tax Accounts Branch
~~RSD Files, Curtis Hall~~

SECRET

14-00000

VIA: ______________________ (SPECIFY AIR OR SEA POUCH)

DISPATCH NO. EAVA-7068

SECRET
CLASSIFICATION

TO : Chief, EE
Attn: Kenneth M. Wilbanks
FROM : Chief of Mission, Austria

DATE: 12 May 1954

KAPOK

SUBJECT: GENERAL— Administrative

SPECIFIC— Recommendation for Promotion - [redacted]

TENNENT H. BAGLEY

1. Subject joined KUBARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOB in June 1951. After a period of agent handling and technical work in the operations support field, Subject was made Chief of the Counter Espionage Section for the Mission in November 1952, a position which he has held until his very recent reassignment to the Soviet Section. Following Home Leave, he began his second tour here in September 1953. Subject joined the Mission as a GS-9, was promoted to GS-11 on 26 April 1953.

2. Subject was given a rather long apprenticeship in Vienna before he was called upon to set up the CE Section. During this orientation period he was exposed to a variety of intelligence problems, including technical surveillance, photography, secret writing, and documentation, the handling of two American deep cover agents, the training and mounting of an Hungarian border crosser, and the direction of an Austrian double agent. As Chief of the Counter Espionage Section, Subject's responsibilities included the supervision and training of its personnel, the direction and coordination of its activities, and the setting up of procedures for namechecking, carding, file research, and the maintenance of CE and central personality files. Subject was personally responsible for CE analysis as directed by the Chief of Operations. Subject's activity has been restricted to the Soviet CE picture, which we consider a major operational effort of this Mission.

3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been outstanding attributes in his performance here, and have resulted in his becoming thoroughly familiar with the CE problem in Austria. He has done exceptionally well on a variety of operations, giving each of his cases a maximum amount of planning, and demonstrating an unusual grasp for details. He has read widely in case files, and now possesses a better than average counter-intelligence background. Subject has a good working knowledge of German, which he has learned from scratch here, and he has built up a remarkable knowledge of this area. He was quick to learn the techniques of basic tradecraft, which had enabled him to teach junior case officers and to instruct in the tradecraft seminars held at VOB. His staff guidance in certain double agent cases has increased considerably their value to this Mission. Written reports turned in by Subject have been excellent, displaying forcefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A mature appearance,

SECRET
CLASSIFICATION

FORM NO. MAR. 1949 51-28A

14-00000

SECRET

EAVA-7068
page 2

4. A mature appearance, an especially mature manner, and an excellent social presence have enabled Subject to move freely in the local scene. We consider him an extremely valuable senior case officer, and recommended unanimously that he be promoted to GS-12 at a recent meeting of the Promotion Board.

Norton A. Woolley

John M. Paley

Distribution
3 - FE
1 - OCM
1 - Admin
1 - File

SECRET

14-00000

# REQUEST FOR PERSONNEL ACTION

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth Mo. | Da. | Yr. | 4. Vet. Pref. | Code | 5. Sex | 6. CS - EOD Mo. | Da. | Yr. |
|---|---|---|---|---|---|---|---|---|---|---|
| 556043 | BAGLEY TENNENT H | 11 | 11 | 25 | None-0 5-Pt-1 10-Pt-2 | 1 | M 1 | 07 | 24 | 50 |

| 7. SCD Mo. | Da. | Yr. | 8. CSC Retmt. Yes-1 No-2 | Code | 9. CSC Or Other Legal Authority | 10. Apmt. Affidav. Mo. | Da. | Yr. | 11. FEGLI Yes-1 No-2 | Code | 12. LCD Mo. | Da. | Yr. | 13. Yes-1 No-2 | Code |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 04 | 08 | 17 | | 1 | 50 USCA 403 J | | | | | | 07 | 24 | 50 | | 2 |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP EE<br>SWITZERLAND STATION<br>OFFICE OF THE CHIEF | 5288 | BERN, SWITZERLAND | 69007 |

| 16. Dept. - Field (Dept. - USfld - Frgn) | Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|---|
| | 5 | POL OFF 2ND SECTY<br>AREA OPS OFF | 1585 D | FSR<br>GS | 0136.01 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade Mo. | Da. | Yr. | 25. PSI Due Mo. | Da. | Yr. | 26. Appropriation Number |
|---|---|---|---|---|---|---|---|---|---|
| 06<br>13 # 2 | $ 7100<br>8990<br>9205 | D1 | 11 | 04 | 56 | 05 | 04 | 58 | 8 3160 55 065 |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date Mo. Da. Yr. | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|
| PROMOTION | 30 | 6 15 58 | REGULAR | 01M | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| | 5288 | | |

| 33. Dept. - Field (Dept. - USfld - Frgn) | Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|---|
| | | | | | |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade Mo. Da. Yr. | 42. PSI Due Mo. Da. Yr. | 43. Appropriation Number |
|---|---|---|---|---|---|
| 14 1 | $ 10,320 | | 6 15 58 | 12 13 59 | |

## SOURCE OF REQUEST

A. Requested By (Name And Title): C/EE/PER

B. For Additional Information Call (Name & Telephone Ext.): L. Palmer x3884

C. Request Approved By (Signature And Title):

## CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | Ronald Gage | JUN 1958 | D. Placement | | |
| B. Pos. Control | | 13 JUN | E. | | |
| C. Classification | | | F. Approved By | [signature] | 13 1958 |

Remarks

FORM NO. 1152
1 MAR 57

(4)

14-00000

Classify According To Content.

# REQUEST FOR PERSONNEL ACTION

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth (Mo Da Yr) | 4. Vet. Pref. | 5. Sex | 6. CS - EOD |
|---|---|---|---|---|---|
| | BAGLEY, Tennent H. | 11 11 25 | 1 | M | |

| 7. SCD | 8. CSC Retmt | 9. CSC Or Other Legal Authority | 10. Appt. Affidav. | 11. FEGLI | 12. LCD | 13. |
|---|---|---|---|---|---|---|
| | | | | | | |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP/EE<br>Switzerland Station<br>Office of the Chief | | Bern, Switzerland | |

| 16. Dept.- Field | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|
| Fran. - x | Area Ops. Officer | 1585 | GS | 0136.01 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade | 25. PSI Due | 26. Appropriation Number |
|---|---|---|---|---|---|
| 13 - 1 | $8990 | 01 | | | 8-3160-55-065 |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date (Mo Da Yr) | 29. Type Of Employee | Code | 30. Separation Date |
|---|---|---|---|---|---|
| Integration Department of State | 56 | 2 21 58 | REGULAR | 01 | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| | 5288 | Bern, Switzerland | 69007 |

| 33. Dept.- Field | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|
| Fran. - x, Code 5 | Political Officer, 2nd Secty (When) | 1585 | FSR | 0136.01 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade | 42. PSI Due | 43. Appropriation Number |
|---|---|---|---|---|---|
| 6 | $7100 | 01 | 11 09 56 | 05 04 58 | 8-3160-55-065 |

## SOURCE OF REQUEST

| A. Requested By (Name And Title) | C. Request Approved By (Signature And Title) |
|---|---|
| FI/OPS/CCB/GCL | B. Eggleston<br>Cover Officer |
| B. For Additional Information Call (Name & Telephone Ext.): B. Eggleston x8104 | |

## CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | | | D. Placement | | |
| B. Pos. Control | [illegible] | 3/6/58 | E. | | |
| C. Classification | | | F. Approved By | | |

Remarks

Standard Remarks

FORM 1152a 3-57

Form DS-1032

DEPARTMENT OF STATE
WASHINGTON 25, D. C.

# NOTIFICATION OF PERSONNEL ACTION

SERVICE: [X] FS [ ] DPTL

| 1. NAME | 2. DATE OF BIRTH | 3. JOURNAL OR ACTION NO. | 4. DATE |
|---|---|---|---|
| Mr. Tennent H. Bagley | 11-11-25 | PSA 1 | 2-13-58 |

This is to notify you of the following action affecting your employment:

| 5. NATURE OF ACTION | 6. EFFECTIVE DATE | 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY |
|---|---|---|
| Limited Appointment | 2/21/58 | Section 522.1 PL 724 79th As Amended |

| FROM | | TO |
|---|---|---|
| | 8. POSITION TITLE | Political Officer |
| | Diplomatic or Consular Title | |
| | 9. SCHEDULE, SERIES NO., GRADE, SALARY | FSR-6 $7100 |
| | 10. ORGANIZATIONAL DESIGNATIONS Post | Bern |
| | 11. HEADQUARTERS | |
| [ ] FIELD [ ] DEPARTMENTAL [ ] Regular [ ] Resident [ ] Non-US | 12. DS CATEGORY FS Category | [ ] FIELD [ ] DEPARTMENTAL [X] Regular [ ] Resident [ ] Non-US |

13. VETERAN'S PREFERENCE: NONE X

14. POSITION CLASSIFICATION ACTION: NEW X — 1-1011-093

15. SEX: M

16. APPROPRIATION: FROM — TO 8A-8012

17. RETIREMENT COV.: [X] CSC [ ] FS [ ] FICA [ ] NONE

18. DATE OF APPOINTMENT AFFIDAVITS (Accessions Only): 2/21/58

19. LEGAL RESIDENCE: [ ] CLAIMED [ ] PROVED STATE Calif.

20. This action is subject to all applicable laws, rules and regulations and may be subject to investigation and approval by the United States Civil Service Commission or the Department.

Execute SF-61a.

Marital Status - Married - One

Reserve Status - U.S.M.C.R., 5th Marine Corps Reserve District, Serial No. 047506

No Reserve Status - Resigned effective 10/31/57

ENTRANCE PERFORMANCE RATING

21. SIGNATURE OR OTHER AUTHENTICATION

EMPLOYEE COPY

U.S. G.P.O. 1957-490161

14-00000

SECRET

Classify According To Content.

## REQUEST FOR PERSONNEL ACTION

VOUCHERED to UNVOUCHERED
18 October 1957

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth (Mo Da Yr) | 4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code | 5. Sex | 6. CS - EOD (Mo Da Yr) |
|---|---|---|---|---|---|
| | BAGLEY, TENNENT H. | 11 11 25 | 1 | M | |

| 7. SCD (Mo Da Yr) | 8. CSC Retmt (Yes-1, No-2) Code | 9. CSC Or Other Legal Authority | 10. Apmt Affidav. (Mo Da Yr) | 11. FEGLI (Yes-1, No-2) Code | 12. LCD (Mo Da Yr) | 13. Code |
|---|---|---|---|---|---|---|
| | / | | | / | | |

### PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP/EE<br>Poland Branch<br>FI Operations Section | | Washington, D.C. | |

| 16. Dept.-Field (Dept-XX, Ustld, Fran) Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|
| 5 | I.O. (FI) | 118 | GS | 0136.51 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade (Mo Da Yr) | 25. PSI Due (Mo Da Yr) | 26. Appropriation Number |
|---|---|---|---|---|---|
| 13 1 | $ 8990.00 | DI | | | 8-3100-20 |

### ACTION

| 27. Nature Of Action | Code | 28. Eff. Date (Mo Da Yr) | 29. Type Of Employee | Code | 30. Separation Date |
|---|---|---|---|---|---|
| REASSIGNMENT * V to UV | | 12 15 57 | REGULAR | | |

### PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP/EE<br>Switzerland Station<br>Office of the Chief | 5219 | Bern, Switzerland | 69007 |

| 33. Dept.-Field (Dept-, Ustld, Fran-xx) Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|
| | Area Ops Off. | 1585 * 14 | GS | 0136.01 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade (Mo Da Yr) | 42. PSI Due (Mo Da Yr) | 43. Appropriation Number |
|---|---|---|---|---|---|
| 13 | $ | | 11 04 56 | 05 04 58 | 8-3160-55-065 |

### SOURCE OF REQUEST

A. Requested By (Name And Title): C/EE/PER [signature]

B. For Additional Information Call (Name & Telephone Ext.): E. MacLure, 3884

C. Request Approved By (Signature And Title): Approved by CS Career Service Panel 8 NOV 1957 [initials]

### CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | | | D. Placement | [signature] | |
| B. Pos. Control | [initials] | 12 1957 | E. | | |
| C. Classification | | | F. Approved By | Robert W. Shoay | |

Remarks = Transfer from VOUCHERED to UNVOUCHERED. W-4 & D-4-a forms attached.
Two copies of action sent to Security.

* New established position.

Sec Conc by Knott 10/28/57

FORM 8-57 1152a

SECRET

14-00000

S-E-C-R-E-T

TO: Registrar, Office of Training

I certify that I completed the Cable Writing Refresher No. 4
on MAY 2 1956.

T. H. BAGLEY ✓ EE
Name (Please Print) Staff or Division

S-E-C-R-E-T

STANDARD FORM 127
APRIL 1953
PRESCRIBED BY GENERAL SERVICES ADMINISTRATION
REG 3 IV 307

# REQUEST FOR OFFICIAL PERSONNEL FOLDER
(SEPARATED EMPLOYEE)

Submit in duplicate to the Federal Records Center, St. Louis, Mo.

1. DATE OF REQUEST: 7/17/57

## SECTION I—TO BE COMPLETED BY REQUESTING OFFICE

General Services Administration
Records Management Service, Region 6
Federal Records Center
1724 Locust Street
St. Louis 3, Mo.

| 2. NAME (Last, first, middle) | 3. NAME UNDER WHICH FORMERLY EMPLOYED FEDERALLY (If other than item 2) | 4. DATE OF BIRTH |
|---|---|---|
| BAGLEY, TENNENT H. | | 11/11/25 |

5. FORMER FEDERAL EMPLOYING OFFICE (Agency, bureau or equivalent, address, and dates of employment)

Dept. of State 4/15/48 to 11/30/48

*(If formerly employed by agencies in addition to above, list under item 7)*

6. PERSONNEL FOLDER ACTION (Check appropriate box)

- [X] a. CURRENTLY EMPLOYED: REQUEST TRANSMISSION OF FOLDER COVERING PREVIOUS FEDERAL EMPLOYMENT FOR PERMANENT RETENTION
- [ ] b. REQUEST TRANSMISSION OF FOLDER FOR TEMPORARY USE
- [ ] c. CONSOLIDATE ATTACHED PAPERS WITH OFFICIAL PERSONNEL FOLDER PREVIOUSLY FORWARDED

7. REMARKS

## SECTION II—FOR USE BY FEDERAL RECORDS CENTER, ST. LOUIS, MO.

8.
- [ ] a. CONSOLIDATE ATTACHED PAPERS WITH FOLDER PREVIOUSLY FORWARDED
- [ ] b. FOLDER ENCLOSED
- [ ] c. FOLDER NOT LOCATED
- [ ] d. FLAGGED, FOLDER TO BE FORWARDED WHEN LOCATED
- [ ] e. FOLDER PREVIOUSLY REQUESTED IS ENCLOSED
- [ ] f. FOLDER FORWARDED ON A LOAN BASIS IN LIEU OF INFORMATION REQUESTED. IF EMPLOYEE IS REHIRED, FOLDER SHOULD BE RETAINED BY YOUR AGENCY

9. REMARKS

*NOTE.—Original will be used as charge-out by Federal Records Center. Duplicate will be returned as transmittal sheet when appropriate.*

TO:
ADDRESS:

ATTN:

*Requesting agency will type name and address of office submitting request in address box. To be used to mail folder or reply.*

U. S. GOVERNMENT PRINTING OFFICE 16—

SECRET

STANDARD FORM 52
PROMULGATED BY THE
U. S. CIVIL SERVICE COMMISSION
JANUARY 1951 — FEDERAL PERSONNEL
MANUAL CHAPTER R1

# REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D *except 6B and 7* unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

| 1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) | 2. DATE OF BIRTH | 3. REQUEST NO. | 4. DATE OF REQUEST |
|---|---|---|---|
| MR. TENNENT H. BAGLEY | 11 Nov 1925 | | 26 Apr 57 |

| 5. NATURE OF ACTION REQUESTED | 6. EFFECTIVE DATE | 7. C.S. OR OTHER LEGAL AUTHORITY |
|---|---|---|
| A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT | A. PROPOSED: | |
| B. POSITION (Specify whether establish, change grade or title, etc.) | B. APPROVED: | |

| FROM— | | TO— |
|---|---|---|
| I.O. (CI) BO-216 | 8. POSITION TITLE AND NUMBER | I.O. (FI) BO-118-13 |
| GS-0136.53-13 $8990.00 | 9. SERVICE, GRADE, AND SALARY | GS-0136.51-13 $8990.00 |
| DDP/EE Poland Branch CE Section | 10. ORGANIZATIONAL DESIGNATIONS 621310 | DDP/EE Poland Branch FI Operations Section |
| Washington, D.C. | 11. HEADQUARTERS | Washington, D.C. |
| ☐ FIELD ☒ DEPARTMENTAL | 12. FIELD OR DEPARTMENTAL | ☐ FIELD ☒ DEPARTMENTAL 14 (DI) |

A. REMARKS (Use reverse if necessary)

Vice Norbert A.Shepanek being reassigned.

| B. REQUESTED BY (Name and title) | D. REQUEST APPROVED BY |
|---|---|
| [signature] EE/PER | Signature: RVW Adams |
| C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) E. MacLure/3884 | Title: CS/CAO |

| 13. VETERAN PREFERENCE | | | | | | 14. POSITION CLASSIFICATION ACTION | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| NONE | WWII | OTHER | 5-PT. | 10 POINT DISAB. | 10 POINT OTHER | NEW | VICE | I.A. | REAL. | |
| | | | X | | | | | | | SD-DI |

| 15. SEX | 16. APPROPRIATION | 17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO) | 18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 19. LEGAL RESIDENCE |
|---|---|---|---|---|
| M W | FROM 7-3100-20 TO Same | Yes | | ☐ CLAIMED ☐ PROVED STATE: |

20. STANDARD FORM 50 REMARKS

| 21. CLEARANCES | INITIAL OR SIGNATURE | DATE | REMARKS: |
|---|---|---|---|
| A. | | | |
| B. CEIL. OR POS. CONTROL | WH | 5/2/57 | |
| C. CLASSIFICATION | | | |
| D. PLACEMENT OR EMPL. | RWR | 1 May | |
| E. | | | |

F. APPROVED BY Max C. Weinberger RVW Adams 1 May 57

SECRET

10-4137-8

14-00000

SECRET

# CUMULATIVE TRAINING RECORD

DATE: 2 Oct 56

NAME: Mr. Tennent H. Bagley

PROJECTED PERSONNEL ACTION: X PROMOTION / ROTATION / REASSIGNMENT / TRAVEL / OTHER (Explain)

FROM: I.O. GS-12, EE, Washington

TO: I.O. GS-13, EE, Washington

AOS.

| X | COURSE | DATE TAKEN | X | OTHER TRAINING COURSES | DATE TAKEN |
|---|---|---|---|---|---|
| | BIC(CS), ALSO BIC, BITC, AOC | 8/50 | | | |
| | BTP AND BOC, BTP II, ALSO OC | 11/50 | | | |
| | BTP III, ALSO AIC, AITC, AOC AND CAI | 10/50 | | | |
| | PO, ALSO PM I, II, III AND RAFT | | | | |
| | ITC ALSO CI | | | | |
| | TECH | | | | |
| | ADMIN | | | | |
| | SIC | | | | |
| | SUP | | | | |
| | CFA | | | | |
| | RPTS | | | | |
| | OB | | | | |
| | OSC (CS) | | | | |
| | E A E | | | | |
| | CPM | | | | |
| | WPSOC | | | | |
| | CPO | | | | |
| | STR | | | | |
| | CEW | | | | |
| | IT | | | | |
| | GW | | | | |
| | SAS | | | | |
| | AO | | | | |
| | MO | | | | |
| | SUR | | | | |
| | BFOT | | | | |
| | DOC | | | | |
| | LOCKS | | | | |
| | S/W | | | | |
| | F A S | | | | |
| | SAF | | | | |

REMARKS:

1. CONSTRUCTIVE CREDIT (CC) HAS BEEN AUTHORIZED FOR COURSES SO MARKED BASED UPON SUBJECT'S PREVIOUS ☐ BACKGROUND ☐ EXPERIENCE ☐ TRAINING.
2. SUBJECT HAS COMPLETED TRAINING OR RECEIVED CONSTRUCTIVE CREDIT AS SHOWN AT THE LEFT.

STAFF TRAINING OFFICE COMMENTS:

☐ A. THIS ☑ DOES ☐ DOES NOT MEET MINIMUM TRAINING STANDARDS RE QUALIFICATION FOR THE PROJECTED ACTION.

☐ B. SUBJECT IS CURRENTLY ENROLLED IN COURSES MARKED WITH AN X, THE COMPLETION OF WHICH WILL SATISFY MINIMUM STANDARDS.

☐ C. UNLESS SUBJECT HAS HAD PREVIOUS HQ. OR FIELD EXPERIENCE, WHICH CAN BE ACCEPTED IN LIEU OF TRAINING, SUBJECT SHOULD BE REQUIRED TO TAKE ☐ QUALIFYING ☐ REFRESHER TRAINING AS CHECKED AT THE LEFT.

[illegible handwritten remarks]

SIGNATURE OF STAFF TRAINING OFFICER: [signature]

TO: Personnel Officer, O. Danish

FROM: Career Management Officer ROBERT A. SHEELS

FI

The above projected personnel action has been ☑ approved ☐ disapproved by the Career Service Board. Additional training as indicated above has been recommended by the Training Officer to satisfy requirements of the proposed personnel action.

Please schedule these courses as soon as possible through your Division Training Officer who will coordinate with the Senior Staff Training Officer.

DATE: [illegible]

SIGNATURE OF CAREER MANAGEMENT OFFICER: Robert A. Sheels

FORM NO. 59-77 1 JAN 54 PREVIOUS EDITION MAY BE USED. REPLACES FORM NO. 55-112 AUG 1953 WHICH MAY BE USED

SECRET (2-4-45)

14-00000

STANDARD FORM 52

# REQUEST FOR PERSONNEL ACTION

SECRET

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

| 1. NAME (Mr.-Miss-Mrs.-One given name, initial(s), and surname) | 2. DATE OF BIRTH | 3. REQUEST NO. | 4. DATE OF REQUEST |
|---|---|---|---|
| MR. TENNENT H. BAGLEY | ~~[illegible]~~ 11 Nov. 1925 | | 11 Aug. 56 |

| 5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) | 6. EFFECTIVE DATE A. PROPOSED | 7. CS OR OTHER LEGAL AUTHORITY |
|---|---|---|
| PROMOTION & NAME CHANGE * | ASAP | |
| B. POSITION (Specify whether establish, change grade or title, etc.) | B. APPROVED | |

| | FROM— | | TO— |
|---|---|---|---|
| 8. POSITION TITLE AND NUMBER | I.O.(CI) BG-216-12 | | I.O.(CI) BG-216 |
| 9. SERVICE, GRADE, AND SALARY | GS-0136.53-12 $7785.00 | | GS-0136.53-13 $8990.00 |
| 10. ORGANIZATIONAL DESIGNATIONS | DDP/EE Poland Branch CE Section | | DDP/EE Poland Branch CE Section |
| 11. HEADQUARTERS | Washington, D.C. | | Washington, D.C. |
| 12. FIELD OR DEPARTMENTAL | [ ] FIELD [X] DEPARTMENTAL | | [ ] FIELD [X] DEPARTMENTAL (DZ) |

A. REMARKS (Use reverse if necessary)

* Subject has been receiving his checks under the ~~xx~~ ~~[illegible]~~ given name of Tennett. Please change to the corrected spelling as shown above.

R.O. [signature] C/[illegible]

| B. REQUESTED BY (Name and title) | D. REQUEST APPROVED BY |
|---|---|
| [signature] C/EE | Signature: |
| C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) 3884/C. Danish | Title: 23 Oct 56 |

| 13. VETERAN PREFERENCE | | | | | | 14. POSITION CLASSIFICATION ACTION | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| NONE | WWII | OTHER | 5 PT. | 10 POINT DISAB. | 10 POINT OTHER | NEW | VICE | I.A. | REAL. | |
| | | | X | | | | | | | SD-CI |

| 15. SEX | 16. APPROPRIATION | 17. SUBJECT TO C.S. RETIREMENT ACT (YES-NO) | 18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 19. LEGAL RESIDENCE |
|---|---|---|---|---|
| M | FROM 7-3100-20 TO Same | Yes | | [ ] CLAIMED [ ] PROVED STATE: Calif. |

20. STANDARD FORM 50 REMARKS

| 21. CLEARANCES | INITIAL OR SIGNATURE | DATE | REMARKS |
|---|---|---|---|
| A. | | | |
| B. CEIL. OR POS. CONTROL | [initials] | 3 Oct 56 | |
| C. CLASSIFICATION | | | |
| D. PLACEMENT OR EMPL. | [initials] | 19 Oct 56 | |
| E. | | | |

F. APPROVED BY [signature] per 751 ... 26 Oct 57

SECRET

14-00000

SECRET

6 August 1956

MEMORANDUM FOR: EE/Personnel

SUBJECT: Promotion Recommendation - Tennent H. Bagley

1. We recommend herewith that Tennent H. Bagley, incumbent of slot BC-216 on the T/O of EE/P be promoted from GS-12 to GS-13.

2. Mr. Bagley is one of the best all around operations officers the undersigned has ever worked with, and evinces in all matters he has been concerned with a deep and mature understanding of intelligence operations and a deep sense of responsibility and integrity. He has, since joining EE/P, been Chief of the CE Section, supervising the work of a staff of five, some of whom are of equal rank with Subject and have been concerned with Agency Polish matters for many years. Mr. Bagley organised his section in a most efficient and tactful manner and succeeded in turning the work of his subordinates into channels of real value to the Branch, a job requiring no mean diplomacy and patience.

3. As a supervisor and as an operations officer Mr. Bagley has distinguished himself while at this Branch in a manner which clearly calls for his advancement to a grade which would only be commensurate with the extent of his responsibilities and his singular abilities to carry them out.

HOWARD E. ROMAN
Chief, EE/P

SECRET

STANDARD FORM 52

# REQUEST FOR PERSONNEL ACTION

SECRET

TRANSFER FROM UNVOUCHERED TO VOUCHERED FUNDS

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname): MR. TANNETT H. BAGLEY

2. DATE OF BIRTH: 11 Nov. 1925

3. REQUEST NO.:

4. DATE OF REQUEST: 27 Apr. 56

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): REASSIGNMENT 01

B. POSITION (Specify whether establish, change grade or title, etc.):

6. EFFECTIVE DATE: A. PROPOSED: ASAP

B. APPROVED: 20 MAY 1956

7. C. S. OR OTHER LEGAL AUTHORITY:

| | FROM— | TO— |
|---|---|---|
| 8. POSITION TITLE AND NUMBER | Area Ops. Off. BC(F)-657 | I.O.(CI) BC-216-12 |
| 9. SERVICE, GRADE, AND SALARY | GS-0136.01-12 $7570.00 7785 | GS-0136.53-12 $7570.00 7785 |
| 10. ORGANIZATIONAL DESIGNATIONS | DDP/EE Austrian Station Operations Staff | DDP/EE Poland Branch CE Section |
| 11. HEADQUARTERS | Vienna, Austria | Washington, D.C. |
| 12. FIELD OR DEPARTMENTAL | [X] FIELD [ ] DEPARTMENTAL | [ ] FIELD [X] DEPARTMENTAL (DI) |

3213 50

A. REMARKS (Use reverse if necessary)

TRANSFER FROM UNVOUCHERED TO VOUCHERED FUNDS

B. REQUESTED BY (Name and title): Carl F. Taylor EE/Per.

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): 3884/C.Danish

D. REQUEST APPROVED BY: Signature: Robert A. Shields (WMN) Title: Ex/EMO 4 May 56

13. VETERAN PREFERENCE

| NONE | WWII | OTHER | 5 PT | 10 POINT DISAB | 10 POINT OTHER |
|---|---|---|---|---|---|
| | | | X | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | I.A. | REAL |
|---|---|---|---|
| | | | |

SD-DI

15. SEX: M

16. RACE: W

17. APPROPRIATION FROM: 6-3110-55-016 TO: 6-3100-20

18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO): Yes

19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY):

20. LEGAL RESIDENCE: [ ] CLAIMED [ ] PROVED STATE: Calif.

21. STANDARD FORM 50 REMARKS

NOIW

| 22. CLEARANCES | INITIAL OR SIGNATURE | DATE |
|---|---|---|
| A | | |
| B. CEIL. OR POS. CONTROL | | |
| C. CLASSIFICATION | | |
| D. PLACEMENT OR EMPL. | [illegible] | 5/7/56 |
| E | | |

REMARKS:

F. APPROVED BY: [illegible] 5/7/56

SECRET

SECRET

Chief of Operations, DD/P — 25 May 1955

Director of Security

BAGLEY, Tennent Harrington - #38638

1. Reference is made to your memorandum of 7 April recommending to the Director of Central Intelligence approval of the request made by Mr. Bagley for permission to remain in the employ of the Agency following his marriage to Miss Maria Lonyay.

2. This is to report that the Deputy Director of Central Intelligence has approved Mr. Bagley's request subject to the conditions contained in a MEMORANDUM FOR THE RECORD dated 18 May 1955, a copy of which is attached.

FOR THE DIRECTOR OF SECURITY:

Ernal P. Geiss
Chief, Personnel Security Division

Attachment:
DDCI Memo dated 18 May 1955

cc: Director of Personnel

SECRET

14-00000

COPY SECRET

18 May 1955

MEMORANDUM FOR THE RECORD

The request of Tennent Harrington Bagley for permission to remain employed by this Agency after marriage is approved subject to the following:

1. Subject's immediate supervisor will be notified by cable to counsel with subject regarding the serious effect the marriage will have in impairing what otherwise appears to be an outstanding career with this Agency. Subject, although young, has demonstrated exceptional ability and great promise and has been promoted well ahead of others of his age bracket. Based upon his actions to date, it would appear subject might ultimately expect to attain a position of considerable importance and responsibility in this Agency, if no inherent limitations develop. The proposed marriage places such a limitation on the use of subject, not only in particular parts of Europe, but in Headquarters as well. Certain clearances required of high level employees of the Agency will be difficult to obtain if this marriage is contracted, and the limitations on the type of assignments which will be available to him will not enhance his career development.

2. After receiving this counsel and giving it consideration, if subject continues in his desire to marry and contracts the marriage, he will be removed from Austria as soon as he can conveniently arrange for his spouse's visa. Following the marriage, he shall be withdrawn from the more sensitive elements of the Station's business.

/s/

C. P. CABELL
Lieutenant General, USAF
Deputy Director

C
O
P
Y

SECRET

SECRET

D/Pers.

MEMORANDUM FOR: Director of Central Intelligence

THROUGH : Director of Personnel
Director of Security

SUBJECT : BAGLEY, Tennent H. (#37637), Area Operations Officer, GS-13, SR Division, Request for Permission to Remain in the Employ of the Agency After Marriage to an Alien

APR 7 55 1-5901

1. It is recommended that Mr. Bagley's request to remain in the employ of the Agency after his marriage to Maria Longyay, an Austrian citizen, be approved.

2. This recommendation is based on the following factors after consideration of this request by the Clandestine Services Career Service Panel:

a. Mr. Bagley has served effectively with the Agency since July 1950. He has demonstrated unusual ability in his field assignments and is regarded as an extremely valuable career officer.

b. The limitation which this proposed marriage would place on Mr. Bagley's use in his current assignment would be minimal since his normal tour of duty in Austria will expire in September of this year.

3. The security aspects of this proposed marriage have been referred to the Office of Security for its separate recommendation.

RICHARD HELMS
Chief of Operations, DD/P

CONCUR:

SIGNED 11 APR 1955

Harrison G. Reynolds
Director of Personnel

SECRET

AIR SECRET EAVA-8235

2 September 1954

Chief, EE
Attn: Norman R. Paterpill
Chief of Mission, Austria

Administrative/Personnel

Promotion Recommendations KAPOK

Kindly advise us of the status of the following recommendations for promotion submitted by this Mission:

[redacted] (EAVA-6376, 19 March 1954) - ED Grainge
[redacted] (EAVA-6661, 15 April 1954) Julian Snoek
[redacted] (EAVA-7068, 14 May 1954) Kenneth Bage

Hector A. Fairfield

Distribution
3 - EE
1 - COM
1 - Admin
1 - File

SECRET

231 SECRET

## APPLICATION FOR MEMBERSHIP IN THE CAREER STAFF

To the Chief, KUBARK

Sir:

I submit herewith my application for membership in the Career Staff defined below:

> "The Career Staff is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Organization, and who intend to make a career with the Organization."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Organization, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Organization. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Organization and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Organization.

MEMBERSHIP IN THE CAREER STAFF
APPROVED, TO TAKE EFFECT 1 JUL 1954

FOR THE CHIEF, KUBARK:
EXECUTIVE DIRECTOR
KUBARK SELECTION BOARD

[signature]

Tennett H. Bagley 5-52
(Signature)

19 Nov 54
(Date)

[signature] JAN 4 1955

SECRET

SECRET

EAVA-7068

Chief, FE
Attn: Kenneth M. Wilbanks
Chief of Mission, Austria

12 May 1954

K A P O K

Administrative

TENNENT H. BAGLEY

Recommendation for Promotion - [redacted]

1. Subject joined KUBARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOB in June 1951. After a period of agent handling and technical work in the operations support field, Subject was made Chief of the Counter Espionage Section for the Mission in November 1952, a position which he has held until his very recent reassignment to the Soviet Section. Following Home Leave, he began his second tour here in September 1953. Subject joined the Mission as a GS-9, was promoted to GS-11 on 26 April 1953.

2. Subject was given a rather long apprenticeship in Vienna before he was called upon to set up the CE Section. During this orientation period he was exposed to a variety of intelligence problems, including technical surveillance, photography, secret writing, and documentation, the handling of two American deep cover agents, the training and mounting of an Hungarian border crosser, and the direction of an Austrian double agent. As Chief of the Counter Espionage Section, Subject's responsibilities included the supervision and training of its personnel, the direction and coordination of its activities, and the setting up of procedures for namechecking, carding, file research, and the maintenance of CE and central personality files. Subject was personally responsible for CE analysis as directed by the Chief of Operations. Subject's activity has been restricted to the Soviet CE picture, which we consider a major operational effort of this Mission.

3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been outstanding attributes in his performance here, and have resulted in his becoming thoroughly familiar with the CE problem in Austria. He has done exceptionally well on a variety of operations, giving [illegible] amount of planning, and demonstrating an unusual grasp for details. He has read widely in case files, and now possesses a better than average counter-intelligence background. Subject has a good working knowledge of German, which he has learned from scratch here, and he has built up a remarkable knowledge of this area. He was quick to learn the techniques of basic tradecraft, which had enabled him to teach junior case officers and to instruct in the tradecraft seminars held at VOB. His staff guidance in certain double agent cases has increased considerably their value to this Mission. Written reports turned in by Subject have been excellent, displaying forcefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A mature appearance,

SECRET

14-00000

SECRET

EAWA-7068
page 2

4. A mature appearance, an especially mature manner, and an excellent social presence have enabled Subject to move freely in the local scene. We consider him an extremely valuable senior case officer, and recommended unanimously that he be promoted to GS-12 at a recent meeting of the Promotion Board.

Morton A. Woolley

John M. Paley

Distribution
3 - WE
1 - OCH
1 - Admin
1 - File

SECRET

FORM NO. 35-85
NOV 1951

CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16 SEP 53

S E C R E T
SECURITY INFORMATION

IN 18833

| ROUTING |
| --- |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| 6 |
| 7 |
| 8 |

TO: DIRECTOR, CIA

FROM: SR REP VIENNA

ROUTINE

ACTION: EE 6

1557Z 16 SEP 53

INFORMATION: FI/ADMIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2, PERS 2, FI/RI 2

VIEN 0858

TO: DIR

CITE: SVIEN

ADMIN Tennent H. Bagley

[redacted] ARRIVED 15 SEPTEMBER 53.

END OF MESSAGE

SEP 21 1953

GEORGE E. BALL

SECURITY INFORMATION

COPY NO.

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

(44)

GPO

14-00000

FORM NO. 35
NOV 1951

CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16 SEP 53

SECRET
SECURITY INFORMATION

IN 18835

ROUTING
1
2
3
4
5
6
7
8

TO: DIRECTOR, CIA

FROM: SR REP VIENNA

ROUTINE

ACTION: EE 6

1557Z 16 SEP 53

INFORMATION: FI/ADMIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2, PERS 2, FI/RI 2

VIEN 0858

TO: DIR

CITE: SVIEN

ADMIN

H. Bagley

[redacted] ARRIVED 15 SEPTEMBER 53.

END OF MESSAGE

SECURITY INFORMATION

COPY NO.

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

GPO 16—63203-1

(44)

SECRET

Security Information

Date: 2 Sept 53

Central Intelligence Agency
2430 E Street, N. W.
Washington, D. C.

Gentlemen:

1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:

(a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.

(b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.

2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Tennent H. Bagley

Witness:
Jeanette Brown

SECRET
Security Information

SECRET
SECURITY INFORMATION

# RECORD OF TRANSPORTATION FURNISHED

| DATE |
| --- |
| 20 August 1953 |

| NAME | DIVISION | TRAVEL ORDER NO. |
| --- | --- | --- |
| Tennent H. Bagley | EE | EE-870/53 |

| DEPARTURE DATE | PCS / TDY | EXCESS COST, IF ANY | PAID BY EMPLOYEE / CHARGE TO EMPLOYEE |
| --- | --- | --- | --- |
| 3 September 1953 | [SS] PCS; [ ] TDY | $ None | [ ] PAID BY EMPLOYEE; [ ] CHARGE TO EMPLOYEE |

| TICKET NO. | COST | HOW PURCHASED | ROUTE & CARRIER |
| --- | --- | --- | --- |
| | | | Payee: United States Lines |
| [illegible] | $ 373.00 | [illegible] | S.S. United States - from New York to Havre<br>Room S-31 |

REMARKS: (Dependent's name with age and sex for children, indicate concurrent travel)

It is requested that a cashiers check be rendered.

POSTED

DEL 10 Sep 53

Jay B. [illegible]
Passenger traffic officer

I CERTIFY that the services represented by this form constitute the lowest first class transportation available at the time the reservation was made. (If foreign ship has been reserved, the appropriate certification has been affixed to the invoice.)

Date — Authorized approving officer

I CERTIFY that this voucher has been examined by me; that receipts or other substantiating data have been furnished me, or a satisfactory explanation made for the failure to furnish same; that it appears from such data that the itemized materials, services and/or expenditures were for necessary official purposes, reimbursement or payment for which is allowable under existing regulations; and that such expenditures are properly chargeable to available appropriations as indicated below.

Date — Appropriation — Allotment — Authorized certifying officer

FORM NO. 36-154
MAR 1953

SECRET

(44)

NAME *Tennent H. Bagley* DATE *13 Aug 53*

ORDERS:

TDY *✓*

PCS

MODE OF TRAVEL *Air*

RETURNED FROM *Vienna*

DATE DEPARTED *19 June 53*

DATE ARRIVED U.S. *20 June 53*

DATE REPORTED WASH *12 Aug 53*

FUTURE PLANS *Re - TDY & return to post*

VIA. Air
(SPECIFY AIR OR SEA POUCH)

DISPATCH NO. EAVA- 1939
ADM/2517

SECRET
SECURITY INFORMATION
CLASSIFICATION

TO : Chief, EE
ATTN: Thomas D. Mullally

DATE: 27 February 1953

FROM : Chief of Mission, Austria

SUBJECT: GENERAL— Administrative

SPECIFIC— Promotion for [redacted]

GROOVY/GRBOUNCE BAGLEY, TENNENT H.

1. [redacted] joined KUBARK in July 1950 and arrived at this Mission on the 15th of June 1951 as a GS-9.

2. Since his arrival [redacted] has continually showed himself as a great asset to the Mission. After a period of technical work and agent handling, [redacted] was made chief of the Counter Espionage Section for the Mission in November 1952. He has done an excellent job in organizing this section and in handling and training the four persons whom he supervises.

3. Upon his arrival in Vienna, [redacted] knew little German. He has now mastered the language to such a degree that he can handle German speaking agents. His handling of Grabysm 1 and Leland D. Slaughter has been outstanding in that by carefully training these agents he increased considerably their value to this Mission. In addition, [redacted] has an excellent grasp of basic tradecraft which enables him to perform his functions with great efficiency and to teach these tradecrafts to the junior members of his section. [redacted] is one of the regular instructors in the Vienna Operations Base tradecraft seminars. [redacted] has shown an unusual social ability in Vienna, a quality which has done much to help him move freely in the local scene. His duties frequently call for large quantities of written work, and he has proven himself able to handle this speedily and with clarity of expression.

4. [redacted] is a very promising case officer, and at a meeting of the Mission Promotion Board was unanimously recommended for promotion to GS-11. It is with great confidence that I submit his name to Headquarters for this action.

Morton A. Woolley
Morton A. Woolley

Henry P. Dagenhart
Recommended and Approved
Henry P. Dagenhart

Attachment - Job Descrip.

Distribution: 2 EE - 1 Towner
1 Gratis
1 Admin - 1 File

SECRET
SECURITY INFORMATION
CLASSIFICATION

FORM NO. 51-28A
MAR. 1949

14-00000

VIA: ____
SPECIFY AIR OR SEA POUCH

DISPATCH NO. [illegible] 1638

SECRET
CLASSIFICATION

TO : Chief, EE
Attn: Thomas D. Mullally

DATE: 30 January 195[illegible]

FROM : Chief of Mission, Austria SBH/HPD

SUBJECT: GENERAL- Administrative
SPECIFIC- Transferred Leave - Tennent H. Bagley

GROUP

1. Form 1150 concerning subject was forwarded [redacted] for action. It is forwarded to Headquarters for appropriate action[redacted]

2. Subject had no break in service.

Stephen B. Heacock / TRX
Stephen B. Heacock

Attachment as noted

Distribution:
2 EE
1 Grower
1 Cratlas
1 Admin
1 File 201

CLASSIFICATION

FORM NO. 51-28A
MAR 1949

14-00000

Form No. 35-5
April 1950

INCOMING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

SECRET

PAGE NO.

FROM: VIENNA — ROUTINE

TO: SPECIAL OPERATIONS — 19 JUN 51

ACTION: FDM (1-2-3) — IN 48599

INFORMATION: IID (4), AD/SO (5), ADMIII (6), PDC (7), CFD (8-9-10), S/C (11-12-13)

Paraphrase Not Required. Handle as SECRET Correspondence per Para. 51 (1) 60A AR-380-5

VIEN 5632

TO: WASHF CITE: VIENF

[redacted] ARRIVED VIENNA PCS 15 JUNE 51.

Tennent H. Bagley

TOR: 1257Z 19 JUN 51

SECRET

COPY NO.

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

U. S. GOVERNMENT PRINTING OFFICE 10-62322-3

14-00000

*file*

May 25, 1951

28

BAGLEY, Tennant Harrington Nov. 11, 1925 PL 724 79th

FSS

INDEFINITE APPOINTMENT EO 10180 5-25-51 5-25-51

Political Officer

Assistant Attache

Vienna

FSS-9 $4290.00

1AL-2092120

VA-138-a

INDEF X

Sec. Sec. X X

X
USA

Male Single California

Items a, b, c, d, i, (61)

Inactive US Marine Corps Reserves, 1st. Lt., 047506

Standard Forms 84 and 87 5-25-51

Social Security No. 570 38 7705

14-00000

Pfeifer File

SECRET

24 May 1951

TO: Personnel Director, CIA

VIA: ADMIN and PDC

FROM: FDM

SUBJECT: Tennent H. Bagley

1. It is requested that permission be procured from the Marine Corps and the Selective Service for subject to leave the country on a two-year assignment with this Agency in Austria.

2. Below is the information on subject's draft and reserve unit:

A) Selective Service:

Board: Local Board No. 1
1729 New York Avenue, N. W.
Washington 25, D. C.

Classification: 4-A

Selective Service Number: 49 1 25 488

Home Address: 2168 Florida Avenue, N.W., Washington, D. C.

B) Marine Reserve:

Rank and Serial Number: First Lieutenant - 047506

Marine Reserve Unit: 11th Marine Corps Reserve District

3. Subject has been in the Agency since 24 July 1950 and is unusually well qualified for intelligence work in Austria. If the above permissions are granted, subject will be sent immediately to his assignment.

4 June 51
Permission received from Draft Board & Reserve.
Picked up by E. Dunlay

Hugh T. Cunningham
Acting Chief, FDM

APPROVED:

For the Assistant Director, Special Operations

SECRET

Form No. 35-6
(Dec. 1947)

OUTGOING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

SECRET

Page No.

To: VIENNA | ROUTINE
From: SPECIAL OPERATIONS | 15 MAY 51
Confirmation: PDC (1) | OUT 51984
Information: AD/SO (2), FDM (3), S/C (4-5-6), DDP (7)

*Paraphrase Not Required. Handle as SECRET Correspondence per Para. 51 (1) 60A AR-380-5*

WASH 41779

TO: VIENF CITE: WASHF

RE: MAV-W 3292

SUBJECT OF REFERENCE IS MR. TENNETT H. BAGLEY.

H. LITTLE
RELEASING OFFICER

JSR
ORIGINATING AND COORDINATING OFFICERS

B. TWEEDY
AUTHENTICATING OFFICER

TOD: 1954Z 15 MAY

SECRET

Copy No. 1

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

SECRET

MAR 2 8 1951

MEMORANDUM FOR THE SECRETARY OF STATE

ATTENTION: Mr. W. Park Armstrong, Jr.

Subject : Request for Appointment in the Foreign Service as Vice Consul at Vienna for Mr. Tennent Harrington Bagley.

Enclosures: a. Form DSP-34

b. Standard Forms 28 and 39

c. Proposed Biography

1. It is requested that Mr. Tennent H. Bagley be appointed in the Foreign Service with the title of Vice Consul, FSS-9, $4,470.00, for duty in the American Legation at Vienna, Austria.

2. Mr. Bagley received his A.B. Degree from the University of Southern California and his M.A. and Ph.D. Degrees from the University of Geneva. He has had nearly a year's experience as an intelligence officer in Government service and it is believed, possesses the professional qualifications necessary for his duties as well as the qualifications expected of an American official serving abroad. He will receive from CIA a basic salary of $4,600.00 per annum.

3. Mr. Bagley will replace Mr. Jack J. Fieldhouse who will be reassigned shortly after Mr. Bagley's arrival.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

W. G. WYMAN
Assistant Director

cc - DD/P...
...

SECRET

14-00000

SECRET

TENNETT HARRINGTON BAGLEY

OCCUPATIONAL EXPERIENCE: July 1950 to Present - Intelligence Officer, Central Intelligence Agency, Washington, D. C.

SECRET

PROPOSED BIOGRAPHY

BAGLEY, Tennent Harrington.—b. Annapolis, Md., Nov. 11, 1925; Princeton U., 1942-43; U. of S. Calif., A.B. 1947; U. of Geneva, M.A. and Ph.D. 1950; single.

5 March 1951

TO: Mr. Harold Pfeifer

FROM: FDM

SUBJECT: Request for Designation - Mr. Tennent H. Bagley

It is requested that necessary steps be taken to obtain a Foreign Service designation for the following employee:

a. Name: Tennent H. Bagley

b. Station of Assignment: Vienna, Austria

c. Foreign Service title requested: Vice Consul

d. Employee is not a replacement.

e. Availability date for departure: 15 March 1951

E.C. Dunleavy
Elizabeth C. Dunleavy
For: Chief, FDM

1

(5)

[illegible]

No. #970 Tracer 70 M (DDO)

Name Bagley, Tennent H. Station Vienna Sponsor

Title Special Officer (Ops) Grade & Salary GS-9 $4600.00

Request for Title from Division

Title Requested Vice Consul FSS-9 $4470.00

Replacement for

Request to DHSS 19 March 1951

Memo to [illegible] 16 Feb 51 #3638

Dispatch sent 19 March 1951

True Name Cable sent 12 May

Physical & Inoculations 88 & 89 rec'd

R. & D Report O.K.

Contract signed

Form DSP-34 to individual

Form DSP-34 received 5 March 51

Misc.

Physical (State)

Clearance 23 May 51

[illegible] 25 May

Asst Attache (Political)

Report to Miss Carlisle

Misc.

Form 33-1 prepared

Briefing

International Certificate

Sailing Info.

Form FS-323

Application Form Info. (DSP-34)

Form FS-319 Info.

Finance Division

Badge Picked up

STATE CLEARANCE

FOR

DATE

[illegible]

SENT TRAVEL ORDERS

Dependents

[illegible]

[illegible]

SECRET

14-00000

2/16

5 March 1951

**TO:** CPD

**FROM:** FDM

**SUBJECT:** Transfer of Tennent H. Bagley

It is requested that subject be transferred from the German T/O to Slot No. 6 of the External Section "A" (Vienna). This is a temporary move. Adjustment will be made when the new Vienna T/O is approved.

E. C. Dunlevy
Elizabeth C. Dunlevy
For: Chief, FDM

SECRET

OFFICE MEMORANDUM

TO: Chief, IAS Staff

DATE: 16 February 1951

FROM: Overseas Branch, CPD

SUBJECT: Tennent Bagley #38638

For the convenience of the Department of State, it is requested that the appropriate security certification be prepared and forwarded to the Department of State as soon as possible. The subject is to be assigned to Vienna, Austria.

JOSEPH S. P--

SECRET

14-00000

(5)

File
MR

6 February 1951

TO: Overseas Branch

FROM: FDM

SUBJECT: Cancellation of Transportation - Tennent H. Bagley

It is requested that all travel arrangements on Mr. Bagley be cancelled. The Division is changing his assignment and he will not be sent to Karlsruhe, Germany.

Elizabeth C. Dunlevy
For: Chief, FDM

TRANSPORTATION BRANCH
FEB 7 11 35 AM '51
RECEIVED

14-00000

22 January 1951

TO: Overseas Branch, PD

VIA: Assistant Director, Special Operations

FROM: FDM

SUBJECT: Foreign Travel Request

1. It is requested that appropriate travel orders be issued for Mr. Tennent H. Bagley to proceed to Karlsruhe, Germany on PCS.

2. The following information is submitted for the preparation of the Foreign Travel Order:

a. Justification: Mr. Bagley is being sent to Germany as an Intelligence Officer, GS-9, against FOS/DAD Slot No. 53.

b. Availability date to commence travel: 14 March 1951.

c. Mode of travel: Sea

d. Requested deviation from most direct route and justification therefor: Subject has requested and the Division has no objection, six (6) days' annual leave in Switzerland enroute to Station.

e. Dependents to be authorized to travel: No

f. Household effects to be authorized: Yes

g. Shipment of personal automobile to be authorised: Yes

h. Special provisions: None.

i. Travel advance of $[illegible] is requested.

Elizabeth C. Dunlevy
For: Chief, FDM

APPROVED:

For the Assistant Director, SO

14-00000

X2138

1. Name BAGLEY, Tennent H. Station Karlsruhe FDM Sponsor [illegible]

Title Intelligence Officer Grade & Salary GS-9 $4600. Eff. Trans. Date

Washington, D. C. to Karlsruhe, Germany for PCS.

2. Availability Date 13 March 1951 Type of Transfer

Mode of Travel Sea

Stopovers, Duration, & Purpose

Dependents

Effects & Baggage

Travel Advance Special Provisions

3. Contract 31 Jan. 51 Residence & Dependency Report OK

Automobile Agreement Clearance Sheet 22 January 1951

Reserve Release 1st. Lt. 647506 USMCR papers either in Los Angeles or Wash.

Passport Letter Date Passport Obtained

PP No. Type Date of Issue

Visas

Physical Requested 22 Jan. 51 Med. Cert. Recd. Inoculations

TCA Requested Cable No. TCA Recd. Cable No.

Military or Naval Orders Requested Orders Recd.

AGO Card Requested AGO Card Received

Directors Appointment Scheduled for Appointment Completed

Departure Notice Departure Cable

Baggage Cable Authorization of effects sent to SSS

Date Effects Shipped

14-00000

SECRET

# PERSONNEL TRANSFER LETTER

(THIS IS NOT A TRAVEL ORDER)

6 January 1951

TO: Mr. Tennett W. Bagley

1. Pursuant to authority vested in me, your official station is hereby established as ~~Karlsruhe, Germany, effective 7 January 1951~~. Upon receipt of proper Travel Orders you will proceed from Washington, D. C. to such station, ~~via~~

2. The travel to your new station is to be accomplished as soon as practicable after receipt of proper Travel Orders. This transfer is not for your convenience or benefit, or at your request, but in the best interests of the Government.

3. In accordance with the provisions of applicable agency regulations, and subject to the availability of funds, the shipment at Government expense of your household goods and personal effects, including packing, crating, unpacking, uncrating, drayage, and temporary storage not to exceed ninety days, within the prescribed weight allowance, is authorized.

4. Subject to the availability of funds, the movement of your immediate family at Government expense is authorized in accordance with agency regulations.

5. Authorization for the shipment of a personally owned automobile at Government expense, when consistent with agency regulations, is hereby authorized.

S. C. Clinkscale

CHIEF, EMPLOYEES DIVISION

FORM NO. 37-110
FEB 1950

SECRET

14-00000

File
[illegible]

(1)

14 November 1950

TO: Employees Division

VIA: EXO

FROM: FDM

SUBJECT: Tennent H. Bagley

Mr. Bagley has been recalled to active duty as a First Lieutenant in the Marine Corps with effective date 11 December 1950. The order is by letter MC-1243761 of Headquarters U. S. Marine Corps, Washington, D. C., dated 3 November 1950 and addressed to his home in La Jolla, California (copy attached). Since Mr. Bagley is on duty in Washington, he did not receive the order until 13 November 1950.

Mr. Bagley was employed by this Agency on 24 July 1950 as a Research Analyst assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will complete the Advanced Operations Course on 1 December 1950. During this period, however, it has been agreed that his qualifications could best be utilized as an Intelligence Officer in Germany, and the papers are now in requesting his transfer to FDM for that purpose.

Request that Mr. Bagley's deferment from recall to active duty with the Marine Corps be arranged on the grounds that his work in the Training Courses has shown him to be unusually well qualified for intelligence work in Germany and that men of his caliber and background are still badly needed by the German Station. If this deferment can be arranged, he will be sent to Germany as a GS-9 Intelligence Officer at the earliest opportunity.

Richard Helms
Chief, FDM

Attachment

APPROVED ______________________
EXO

14-00000

6 November 1950

TO: SSD

FROM: FDM

SUBJECT: Transfer of Mr. Tennent H. Bagley

As indicated in the attached memorandum from Mr. Horace S. Craig, Jr., Chief, Advisory Council, Mr. Bagley is released for transfer to this Division. At the present time, Mr. Bagley is a student in the Advanced Operations Course. It is planned to have him report to FDM upon completion of the above-mentioned Course which will be 1 December 1950.

It is requested that action be initiated to have him transferred to FDM as soon as possible: Intelligence Officer, GS-9, FOS/DAD Slot No. 53.

Elizabeth C. Dunlevy
Elizabeth C. Dunlevy
For: Chief, FDM

Attachment

14-00000

CONFIDENTIAL

24 July 1950
(date)

I, Tennent Harrington Bagley, hereby certify the information appearing on my Personal History Statement dated 11 May 1950 is still accurate and correct, except as follows: Terminated residence in Ferney-Voltaire (Ain), France, 15 July 1950. Present address 2168 Florida Ave. NW, Washington, D.C.

Tennent H Bagley
(Signature)

CONFIDENTIAL

SECRET CONFIDENTIAL RESTRICTED

| ENTRANCE ON DUTY RECORD | | DATE 24 July 1950 | |
|---|---|---|---|
| TO: Advisory Council | | BUILDING South | ROOM 132 |
| FROM: PERSONNEL OFFICER | | EOD DATE 24 July 1950 | |
| NAME OF EMPLOYEE BAGLEY, Tennent Harrington | | | |
| POSITION TITLE Intelligence Officer | GRADE GS-9 | | SALARY $4600.00 per annum |
| PAYROLL unvouchered funds | DUTY STATION Washington, D. C. | | |
| DATE SECURITY CLEARED 29 August 49 Extended 29 May 1950 | DATE OATH OF OFFICE ADMINISTERED 24 July 1950 | | |
| DATE PERMANENT IDENTIFICATION REQUESTED 24 July 1950 | DATE FINGERPRINTED 24 July 1950 | | |
| DATE BRIEFED BY SECURITY 24 July 1950 | DATE OF PHYSICAL EXAMINATION 24 July 1950 | | |
| DATE 24 MONTH AGREEMENT SIGNED Not Applicable | | | |

EMPLOYEE'S EMERGENCY ADDRESS: Mrs. David W. Bagley (Mother)
2005 Soledad Ave.
La Jolla, California

EMPLOYEE'S LOCAL ADDRESS:
2168 Florida Ave., N. W.
Washington, D. C.

REMARKS:

POSTED
25 July 50

SIGNATURE OF PERSONNEL OFFICER
ROBERT . HATTLES

FORM NO. 37-75
DEC 1949

RESTRICTED CONFIDENTIAL SECRET

CONFIDENTIAL

Mr. Bannerman 17 February 1950

Employees Division

Tennent Harrington Bagley - 38638

Attached is a copy of letter from subject which was written to Capt. Finnegan. It is requested that the security clearance effective 29 August 1949 be extended. It is hoped that subject will enter on duty on or about 12 March 1950.

ROBERT S. WATTLES

CONFIDENTIAL

STANDARD FORM NO. 64

# Office Memorandum • UNITED STATES GOVERNMENT

TO : Chief, Employees Division, Special Support Staff DATE: 23 February 1950

FROM : Chief, Personnel Security Branch

SUBJECT: BAGLEY, Tennent Harrington - 38638

3-Ae

Reference is made to your memorandum dated 17 February 1950 requesting an extension of the security approval granted for subject.

This is to advise that the security clearance granted on 29 August 1949 is still in effect, provided subject enters on duty within 60 days from this date.

Adv. Council Notified 4:00 pm. 27 Feb. C.H.

ERMAL P. GEISS

CONFIDENTIAL

14-00000

SECRET

24 August 1949

TO : I&S

ATT : Mr. Westrell

FROM : CPB

SUBJECT: Bagley, Tennent H.
Frank, John J.

1. The above-named subjects were being processed for employment with the Advisory Council on vouchered funds. Those positions are now on unvouchered funds. The security clearances should be granted on this basis and should be forwarded to this office.

FRANK G. JARMA

STANDARD FORM NO. 64

SECRET

*Office Memorandum* • UNITED STATES GOVERNMENT

file

TO : Deputy Personnel Officer

FROM : Chief, Personnel Security Division

DATE: 15 September 1949

SUBJECT: BAGLEY, Tennent H.

38638

Reference is made to your memorandum dated 24 August 1949 relative to Subject.

This is to advise that this office interposes no objection to the contemplated transfer of Subject from Vouchered to Unvouchered Funds in the Advisory Council.

ERROL P. GEISS

SECRET

Olson 5-17

# PERSONNEL ACTION REQUEST

4-5

| | | | | |
|---|---|---|---|---|
| NAME: BAGLEY, T. H. HARRINGTON | CLASSIFICATION | | INITIAL | DATE 7-18-49 |
| | VICE ✓ | Bu # 1785 CS # 1694 12-22-49 | | |
| | IA | | | |
| | VV | | | |
| | NEW | | | |
| NATURE OF ACTION: Excepted Appointment ~~to fill vacancy caused by transfer of Lawrence ... Olson, Jr.~~ | QUALIFICATION REVIEW | | INITIAL | DATE 7-25-49 |
| EFFECTIVE DATE: As soon as possible | 2105 ... 14 ... 6.11664 Aug 7-27-49 | | | |
| FOR SEPARATIONS, TRANSFERS OUT, AND RESIGNATIONS LAST WORKING DAY: | APPROVED: SIGNATURE (EXECUTIVE DIRECTOR) | | | |
| FOR RESIGNATIONS FROM FEDERAL SERVICE ONLY SIGNATURE OF EMPLOYEE: | SIGNATURE (EXECUTIVE FOR ADM.) 7/26/49 SIGNATURE (CHIEF, PERSONNEL BRANCH) | | | |

| | FROM | TO |
|---|---|---|
| TITLE | | Research Analyst P-3 ~~Intelligence Officer,~~ |
| GRADE AND SALARY | | P-3 $4479.60 |
| OFFICE | | Advisory Council |
| BRANCH | | |
| DIVISION | | |
| SECTION | | |
| OFFICIAL STATION | | Washington, D. C. |
| DEPT. OR FIELD | | Dept. 130 |

REMARKS:

Searched 10/25/49

See reg-64

| RECOMMENDED: OFFICE CHIEF, BRANCH CHIEF, OR ADMINISTRATIVE OFFICER | DATE |
|---|---|
| Admin. Asst., Advisory Council | 27 May 1949 |

FORM NO. 37-3 OCT 1946

(1514)

14-00000

SECRET

**NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP**

| | | |
|---|---|---|
| DATE | 21 June 1972 | FILE NO. 970 |

| TO: (check) | | | |
|---|---|---|---|
| | x | CHIEF, CONTROL DIVISION | SS NUMBER 570-38-7705 |
| | | CHIEF, CONTRACT PERSONNEL DIVISION | EMPLOYEE NUMBER 056043 |
| | x | CHIEF, OPERATING COMPONENT (For action) EUR XH | ID CARD NUMBER |

ATTN: Chief Support Staff

REF: Retirement Debriefing

OFFICIAL COVER: x ESTABLISHED / DISCONTINUED

SUBJECT: BAGLEY, Tennent H.

UNIT: Department of State

**KEEP ON TOP OF FILE WHILE COVER IN EFFECT**

| x | ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS |
|---|---|
| x | BASIC COVER PROVIDED EFFECTIVE DATE EOD |
| | OPERATIONAL COVER PROVIDED FOR ___ TDY ___ OTHER (Specify) |
| x | SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB 20-7) |
| x | SUBMIT FORM 3254 State W-2 TO BE ISSUED. (HHB 20-11) |
| x | SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HR 240-2e) |
| x | SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HR 240-2e) |
| NA | EAA, CATEGORY I / CATEGORY II |
| NA | SUBMIT FORM 2688 FOR ___ HOSPITALIZATION CARD |

| CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS EFFECTIVE DATE: |
|---|
| SUBMIT FORM 3254 ___ W-2 TO BE ISSUED. (HHB 20-11) |
| SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB 20-7) |
| EAA; CATEGORY I / CATEGORY II |
| RETURN ALL OFFICIAL DOCUMENTATION TO CCS |
| SUBMIT FORM 2688 FOR ___ HOSPITALIZATION CARD. |

DO NOT WRITE IN THIS BLOCK

REMARKS AND/OR COVER HISTORY.

Subject will be denied for entire period of employment except for US Government employment applications.
Forwarding address: 56, Chemin du
Gros Tienne
1328-Ohain,
Belgium
Subject will be self-employed

DISTRIBUTION: COPY 1 - CD
COPY 2 - OPERATING COMPONENT
COPY 3 - O/OS
COPY 4 - CL/TESSVC
COPY 5 - OF
COPY 6 - CCS - FILE

RF:ss

James H. Franklin [signature]
CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF

FORM 12-71 1551 USE PREVIOUS EDITION

SECRET

14-00000

ES: 28 JUN 72

SECRET
(When Filled In)

OEF

# NOTIFICATION OF PERSONNEL ACTION

| 1. SERIAL NUMBER | 2. NAME (LAST-FIRST-MIDDLE) |
|---|---|
| 056043 | BAGLEY TENNENT H |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE (MO DA YR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| CONV FROM FSR STATUS & RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM | COB 06 30 72 | REGULAR |

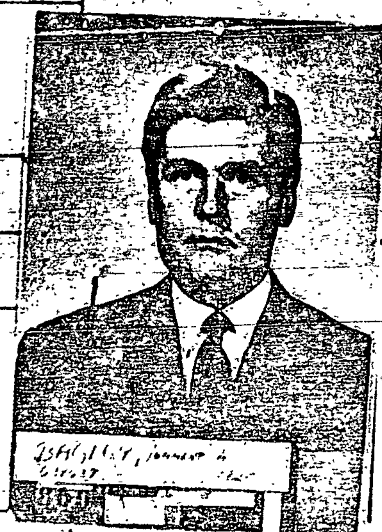
| 6. FUNDS | V TO V | V TO CF | CF TO V | CF TO CF | 7. Financial Analysis No. Chargeable | 8. CSC OR OTHER LEGAL AUTHORITY |
|---|---|---|---|---|---|---|
| | | | | X | 2136 1187 0000 | PL 88-643 SEC 235A |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/EUR DIVISION<br>FOREIGN FIELD<br>BENELUX AREA<br>BRUSSELS STATION | BRUSSELS, BELGIUM |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. SERVICE DESIGNATION |
|---|---|---|
| CHIEF OF STATION | 0296 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.05 | 16 6 | 34623 |

18. REMARKS



SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. Action Code | 20. Employ Code | 21. Office Coding (Numeric / Alphabetic) | 22. Station Code | 23. Integree Code | 24. Hdqtrs Code | 25. Date of Birth (MO DA YR) | 26. Date of Grade (MO DA YR) | 27. Date of LEI (MO DA YR) |
|---|---|---|---|---|---|---|---|---|
| 45 | 10 | | | | | 11 11 25 | | |

| 28. NTE Expires (MO DA YR) | 29. Special Reference | 30. Retirement Data (1 CSC, 2 CIA, 3 FICA, 4 NONE) Code | 31. Separation Data Code | 32. Correction / Cancellation Data (Type, MO DA YR) | 33. Security Req. No. | 34. Sex |
|---|---|---|---|---|---|---|
| | | | 0GU0000 | EOD DATA | | |

| 35. Vet. Preference (Code; 0 None, 1 5 Pt, 2 10 Pt) | 36. Serv. Comp. Date (MO DA YR) | 37. Long-Comp Date (MO DA YR) | 38. Career Category (Car, Resv, Prov, Temp) | 39. FEGLI / Health Insurance (Code; 0 Waiver, 1 Yes; Health Ins. Code) | 40. Social Security No. |
|---|---|---|---|---|---|
| | | | | | |

| 41. Previous Civilian Government Service (Code: 0 No previous service; 1 No break in service; 2 Break in service (less than 3 yrs); 3 Break in service (more than 3 yrs)) | 42. Leave Cat. Code | 43. Federal Tax Data (Form Executed: 1 Yes, 2 No; Code; No. Tax Exemptions) | 44. State Tax Data (Form Executed: 1 Yes, 2 No; Code; No Tax Exemp; State Code) |
|---|---|---|---|
| | | | |

SIGNATURE OR OTHER AUTHENTICATION

POSTED
6 29 72 [signature]

FORM 5-66 1150 Mfg 11/71 Use Previous Edition

SECRET MLH

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

14-00000

1. LAST NAME — FIRST NAME — INITIAL(S): [illegible]

2. APPOINTMENT DATA — Entered on duty: F/T | P/T — Subject to Sec. 203(d), 1951 Leave Act: Yes ☐ No ☐ — Ceased to be subject to Sec. 203(d) on ______ Annual Leave Bal

3. TOTAL SERVICE FOR LEAVE (as of date of separation) — Years | Months | Days — ☐ More than 15 years

4. DATE AND NATURE OF SEPARATION: RE[illegible] COB Eff 6/30/72

## SUMMARY OF ANNUAL AND SICK LEAVE

| (HOURS) | Annual | Sick |
|---|---|---|
| 5. Balance from prior leave year ended 1/8 19 72 | 360 | 10[illegible] |
| 6. Current leave year accrual through 6/24 19 72 | 96 | [illegible] |
| 7. Total | [illegible] | [illegible] |
| 8. Reduction in credits, if any (current year) | 40 | – |
| 9. Total leave taken | 56 | 7[illegible] |
| 10. Balance | 360 | [illegible] |

11. Total hours paid in lump sum: 360 hrs & 2 Hol[illegible]
12. Salary rate(s): $3[illegible],623.00
13. Lump sum leave dates: From 7/1/72 to 9/5/72 — 1700 (Hours)

26. Certified correct by: [signature] (Signature) — 9-14-72 (Date)
For Chief Payroll (Title) — (Telephone)

## SUMMARY OF HOME LEAVE

(DAYS)

14. Date arrival abroad for HL purposes 6/30 [illegible] 59 Days
15. Current balance as of ______ 19 ______
16. 12 month accrual rate
17. Dates leave used, prior 24 months
18. Monthly accrual date
19. Calendar days credit for next accrual date: 13 Days
20. Date basic service period completed

## MILITARY LEAVE

21. Dates during current calendar yr ______ to ______
22. Dates during preceding calendar yr ______ to ______

## ABSENCE WITHOUT PAY

| | LWOP or Furlough (Hours) | AWOL or Suspension (Hours) |
|---|---|---|
| 23. During leave year in which separated | – | |
| 24. During step-increase waiting period which began on | – | |
| 25. During 12-month HL accrual period (dates) | | |

REMARKS: 1042 S/L "Sent to CIARD"

Standard Form 1150
November 1965
1150-106

# RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 296-31 AND 990-2

---

1. LAST NAME — FIRST NAME — INITIAL(S): Ba[illegible]ley, [illegible] H

2. APPOINTMENT DATA — Entered on duty: F/T | P/T — Subject to Sec. 203(d), 1951 Leave Act: Yes ☐ No ☐ — Ceased to be subject to Sec. 203(d) on ______ Annual Leave Bal

3. TOTAL SERVICE FOR LEAVE (as of date of separation) — Years | Months | Days — ☐ More than 15 years

4. DATE AND NATURE OF SEPARATION: Retirement COB Eff 6/30/72

## SUMMARY OF ANNUAL AND SICK LEAVE

| (HOURS) | Annual | Sick |
|---|---|---|
| 5. Balance from prior leave year ended 1/6 19 72 | 360 | 1291 |
| 6. Current leave year accrual through 6/24 19 72 | 96 | 48 |
| 7. Total | 456 | 1339 |
| 8. Reduction in credits, if any (current year) | 40 | – |
| 9. Total leave taken | 56 | 72 |
| 10. Balance | 360 | ~~1267~~ |

11. Total hours paid in lump sum: 360 hrs & 2 Holidays
12. Salary rate(s): $34,623.00
13. Lump sum leave dates: From 7/1/72 to 9/5/72 — 1700 (Hours)

26. Certified correct by: [signature] (Signature) — 9-11-72 (Date)
For Chief Payroll (Title) — (Telephone)

## SUMMARY OF HOME LEAVE

(DAYS)

14. Date arrival abroad for HL purposes
15. Current balance as of 6/30 19 72 59 Days
16. 12 month accrual rate
17. Dates leave used, prior 24 months
18. Monthly accrual date
19. Calendar days credit for next accrual date: 13 Days
20. Date basic service period completed

## MILITARY LEAVE

21. Dates during current calendar yr ______ to ______
22. Dates during preceding calendar yr ______ to ______

## ABSENCE WITHOUT PAY

| | LWOP or Furlough (Hours) | AWOL or Suspension (Hours) |
|---|---|---|
| 23. During leave year in which separated | – | |
| 24. During step increase waiting period which began on | – | |
| 25. During 12 month HL accrual period (dates) | | |

REMARKS: #1267 S/L "Trf. to CIARD"

Standard Form 1150
November 1965
1150-106

# RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 296-31 AND 990-2

SECRET

# COVER CONTROL OF RETIREMENT PROCESSING

| | |
|---|---|
| TO: Retirement Operations Branch<br>Office of Personnel | FILE<br>DATE |
| RETIREE | CATEGORY OF EMPLOYMENT |

On the basis of a review of the records of the Central Cover Staff, the following action is to be taken on processing retirement documentation for the person named above.

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| TYPE RETIREMENT | | CIVIL SERVICE | | CIARDS | DATE | | | |
| COVER | | OVERT ROUTINE | | COVERT (OFFICIAL COVER) LOCK-UP | | COVERT (NOC) SPECIAL | RETENTION OF AWARDS | YES / NO |
| CORRESPONDENCE | | OVERT | | COVERT | | THRU CCS | | |

**FINANCES**

| | | | | | | |
|---|---|---|---|---|---|---|
| ANNUITY PAYMENTS SHOULD BE | | U.S. GOV'T. CHECK | | | | OTHER (Payment instructions follow) |
| TAX DOCUMENTATION SHOULD BE | | CIA | | CSC | | OTHER (MEMO FOLLOWS) |
| REQUEST TRANSFER OF FUNDS FROM CIVIL SERVICE COMMISSION | | YES | | NO | | INTERNAL TRANSFER |

**INSURANCE**

| | | | | | | |
|---|---|---|---|---|---|---|
| FEGLI | | OVERT | | COVERT | | MAINTAIN RECORDS INTERNALLY ONLY |

TYPE OF HOSPITALIZATION CARD:

| | | | | |
|---|---|---|---|---|
| AUTHORIZATION TO CONVERT INSURANCE | | YES | | CONVERSION MUST BE APPROVED BY CCS |

**RESERVE**

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| MEMBER OF CIVILIAN RESERVE | | YES | | NO | | OVERT | | COVERT |

REMARKS

CHIEF, COVER SUPPORT BRANCH, CENTRAL COVER STAFF

**THIS SECTION TO BE COMPLETED BY OFFICE OF SECURITY**

_______________ NO SECURITY OBJECTIONS TO ABOVE.

OTHER INSTRUCTIONS AS FOLLOWS:

CHIEF, EMPLOYEE ACTIVITY BRANCH, OFFICE OF SECURITY

FORM 4-72 3429 OBSOLETE PREVIOUS EDITIONS

SECRET

(4-8-13)

7 ~~OFF. PERS. FILE ROOM~~

14-00000

6 30 72 [illegible] CONFIDENTIAL OPF

26 JUN 1972

MEMORANDUM FOR: **Mr. Tennent H. Bagley**

**THROUGH** : **Deputy Director for Plans**

**THROUGH** : **Chief, EUR**

**SUBJECT** : **Intelligence Medal of Merit**

1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.

2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.

3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, Office of Personnel, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/s/ R. L. Austin, Jr.
R. L. Austin, Jr.
Recorder
Honor and Merit Awards Board

Att

Distribution:
O - Addressee
1 - C/EUR
~~1~~ - D/Pers -- OPF w/forms 382 & 600
1 - Exec Sec/HMAB
1 - Recorder/HMAB

CONFIDENTIAL

[illegible]

14-00000

OPF

# REPORT OF HONOR AND MERIT AWARDS BOARD

Executive Registry 72-3412

DATE 6 June 1972

The Honor and Merit Awards Board having considered a recommendation that:

| SERIAL OR ID NO. | NAME (Last-First-Middle) | BIRTHYEAR | SEX | TYPE EMPLOYEE |
|---|---|---|---|---|
| 056043 | BAGLEY, Tennent H. | 1925 | M | Staff |

| OFFICE OF ASSIGNMENT | SD | SCHEDULE | GRADE | STATION |
|---|---|---|---|---|
| CS/EUR | D | GS | 16 | |

BE AWARDED

Intelligence Medal of Merit

☐ FOR HEROIC ACTION ON

☒ FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD July 1950 - June 1972

☒ RECOMMENDS APPROVAL ☐ DOES NOT RECOMMEND APPROVAL

☐ RECOMMENDS AWARD OF

UNCLASSIFIED CITATION

Mr. Tennent H. Bagley is hereby awarded the Intelligence Medal of Merit in recognition of his especially meritorious service throughout his Agency career. Since 1950, he has served with distinction in increasingly responsible operational assignments both at home and abroad. His skill and expertise in accomplishing a variety of delicate and vital tasks attest to his versatility and professionalism. Mr. Bagley's outstanding contributions to the mission of the Agency reflect great credit on him and the Federal Service.

REMARKS

(Recommendation approved by ADD/P on 26 May 1972)

| APPROVED | |
|---|---|
| Richard Helms | SIGNATURE: /s/Harry B. Fisher |
| DIRECTOR OF CENTRAL INTELLIGENCE | TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD: Harry B. Fisher |
| 22 JUN 1972 | SIGNATURE: Signed Original |
| DATE | TYPED NAME OF RECORDER: R. L. Austin, Jr. |

FORM 8-69 382 OBSOLETE PREVIOUS EDITIONS (4)

SECRET
(When Filled In)

off

# RECOMMENDATION FOR HONOR OR MERIT AWARD
(Submit in triplicate - see HR 20-37)

**SECTION A — PERSONAL DATA**

| 1. EMP. SER. NO. | 2. NAME OF PERSON RECOMMENDED (Last, First, Middle) | 3. POSITION TITLE | 4. GRADE | 5. SD |
|---|---|---|---|---|
| 056043 | Bagley, Tonnent Harrington | Chief of Station | GS-16 | D |

| 6. OFFICE OF ASSIGNMENT | 7. OFFICE EXT. (If hqs) | 8. STATION: HEADQUARTERS | FIELD (Specify location) |
|---|---|---|---|
| DDP/EUR | | X | Brussels |

| 9. HOME ADDRESS (No., St., City, State, ZIP Code) | 10. HOME PHONE | 11. CITIZENSHIP AND HOW ACQUIRED |
|---|---|---|
| 80, Chausee d'Alsemberg, Linkebeek, Belgium | | U.S. by birth |

| 12. RECOMMENDED AWARD | 13. IF RETIRING, DATE OF RETIREMENT | 14. POSTHUMOUS: YES | NO |
|---|---|---|---|
| Intelligence Modal of Merit | 30 June 1972 | | X |

| 15. NAME OF NEXT OF KIN | 16. RELATIONSHIP | 17. HOME ADDRESS (No., St., City, State, ZIP Code) | 18. HOME PHONE |
|---|---|---|---|
| Maria L. Bagley | Wife | Same as Number Nine (9) | |

**SECTION B — RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD**

19. WERE YOU AN EYEWITNESS TO THE ACT: YES ___ NO ___

PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:

| 20. FULL NAME | 21. ORGN. TITLE | 22. GRADE | 23. OFFICE OF ASSIGNMENT |
|---|---|---|---|
| | | | |

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

| 24. FULL NAME | 25. AWARD RECOMMENDED |
|---|---|
| | |

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

| 26. LOCATION | 27. INCLUSIVE DATES | 28. TIME OF DAY |
|---|---|---|
| | | |

29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED

| 30. DATES FOR WHICH AWARD RECOMMENDED | 31. ASSIGNMENT COMPLETED: YES | NO | 32. NOW IN SAME OR RELATED ASSIGNMENT: YES | NO |
|---|---|---|---|---|
| | | | | |

**SECTION C — RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE**

33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE: X YES ___ NO

34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE

Chief of Station

35. COMPONENT OR STATION (Designation and location)

DDP/European Division/Brussels, Belgium Station

36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION

Direct supervision of the Brussels Station consisting of 18 Staff personnel and nine Contract personnel.

| 37. INCLUSIVE DATES FOR WHICH RECOMMENDED | 38. ASSIGNMENT COMPLETED: YES | NO | 39. NOW IN SAME OR RELATED ASSIGNMENT: YES | NO |
|---|---|---|---|---|
| July 1952 to June 1972 | X | | X | |

PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE

| 40. FULL NAME | 41. ORGN. TITLE | 42. GRADE | 43. OFFICE OF ASSIGNMENT |
|---|---|---|---|
| | | | |

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE

| 44. FULL NAME | 45. TYPE OF AWARD |
|---|---|
| | |

SECRET
(When Filled In)

SECTION D. NARRATIVE DESCRIPTION

Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. State when, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production, records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

Mr. Tennent H. Bagley, currently Chief of Station, Brussels, is recommended for the Intelligence Medal of Merit in recognition of his outstanding service of 22 years as a Clandestine Services officer.

For personal reasons Mr. Bagley has elected to retire effective June 1972.

From the beginning of his CS career, Mr. Bagley's exceptional abilities were clearly recognized and he received assignments of ever-increasing responsibility in the Soviet operations field. Following a highly successful tour as a senior operations officer in Switzerland, Mr. Bagley was assigned to Headquarters as Chief of the Counter Intelligence Branch of the SR Division. In this key and demanding post, Mr. Bagley showed managerial skill combined with knowledge in depth of the complexities of counter intelligence work. His outstanding performance resulted in his promotion to GS-16 in June 1965 and his subsequent appointment as Deputy Chief of SR Division in September 1965 at the comparatively young age of 39.

In addition to the full duties as Deputy Chief of an active division, Mr. Bagley continued to carry heavy responsibilities throughout this period in the field of counter intelligence. He was one of

XX CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE, ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION
2.
3.

| 47. RECOMMENDATION INITIATED BY | 48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION | 49. DATE |
|---|---|---|
| Archibald B. Roosevelt, Jr.<br>Chief<br>European Division | A Roosevelt | 15 May 72 |

SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION

| | TITLE AND SIGNATURE | DATE |
|---|---|---|
| 50. HEAD OF D CAREER SERVICE (Career service of nominee) | See Item 52 | |
| 51. DEPUTY DIRECTOR OF CAREER SERVICE | See Item 52 | |
| 52. DEPUTY DIRECTOR OF OPERATING COMPONENT | Cord Meyer Jr.<br>Deputy Director for Plans | 26 May 72 |

SECRET

14-00000



the key officers responsible for the direction and control of some of the most sensitive operations then being conducted by the Clandestine Services. He carried out his responsibilities with skill and discretion, and the ability to stand up under repeated periods of heavy pressure.

In recognition of his excellent service as Deputy Chief SR, Mr. Bagley in March 1967 was assigned as Chief of Station, Brussels, a major target area of Soviet espionage due to the presence of NATO and European Community Headquarters.

In the past five years as Chief of Station, Brussels, Mr. Bagley has been an effective Station Chief who has been particularly successful in the field of liaison. He established a unique relationship with the Chief of the Belgian Internal Security Service which has greatly facilitated the over-all operational activities of the Brussels Station. This relationship successfully underwent its strongest test at the time of the defection of a GRU officer in Brussels in October 1971 and the subsequent worldwide propaganda exploitation of his disclosures.

Under Mr. Bagley's direction Brussels Station has concentrated heavily on the Soviet target and has been a major test area for the non-official cover concept for operations.

Mr. Bagley's entire career has been characterized by the consistent excellence of his performance in each assignment of increasing responsibilities that he has undertaken. He is recognized as one of the top Soviet operations specialists in the Clandestine Service and has spent the bulk of his twenty-two year career working in the most sensitive and complex areas of intelligence work. We regret his decision to retire for personal reasons and the loss of his experience and expertise to the Clandestine Service. It is strongly recommended that in recognition of his outstanding service to the Clandestine Service in positions of critical and demanding responsibility Mr. Tennent H. Bagley be awarded the Intelligence Medal of Merit.

A Roosevelt

Archibald B. Roosevelt, Jr.
Chief
European Division

14-00000

A 9 — retired 6/30/72

| 1. SERIAL NO. | 2. NAME | 3. ORGANIZATION | 4. FUNDS | 5. LWOP HOURS |
|---|---|---|---|---|
| 056043 | BAGLEY TENNENT H | 44 620 | CP | |

| 6. OLD SALARY RATE | | | | 7. NEW SALARY RATE | | | | 8. TYPE ACTION | |
|---|---|---|---|---|---|---|---|---|---|
| Grade | Step | Salary | Last Eff. Date | Grade | Step | Salary | EFFECTIVE DATE | SI | ADJ. |
| GS 16 | 5 | $33,634 | 05/31/70 | GS 16 | 6 | $34,623 | 05/28/72 | | |

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE E. M. Wm. Patterson DATE 20 Mar 72

☐ NO EXCESS LWOP

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ LWOP STATUS AT END OF WAITING PERIOD

1/36
603

CLERKS INITIALS AUDITED BY

FORM 7-66 560E Use previous editions PAY CHANGE NOTIFICATION

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

| NAME | SERIAL | ORGN. | FUNDS | GR-STEP | NEW SALARY |
|---|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 44 620 | CF | GS 16 5 | $33,634 |

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

| NAME | SERIAL | ORGN, FUNDS | GR-STEP | NEW SALARY |
|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 44 575 CF | GS 16 5 | $31,881 |

A9

| 1. SERIAL NO. | 2. NAME | 3. ORGANIZATION | 4. FUNDS | 5. LWOP HOURS |
|---|---|---|---|---|
| 056043 | BAGLEY TENNENT H | 44 575 | CF | |

| 6. OLD SALARY RATE | | | | 7. NEW SALARY RATE | | | | 8. TYPE ACTION | |
|---|---|---|---|---|---|---|---|---|---|
| Grade | Step | Salary | Last Eff. Date | Grade | Step | Salary | EFFECTIVE DATE | SI | ADJ. |
| GS 16 | 4 | 29202 $[illegible] | 06/02/68 | GS 16 | 5 | 30087 $[illegible] | 05/31/70 | | |

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE | DATE 2/4/72

☐ NO EXCESS LWOP

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS | AUDITED BY

FORM 7-60 560 E Use previous editions. PAY CHANGE NOTIFICATION (4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

| NAME | SERIAL | ORGN, FUNDS | GR-STEP | NEW SALARY |
|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 44 575 CF | GS 16 4 | $29,202 |

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87 - 793 AND DCI MEMORANDUM DATED 1 AUGUST 1954, SALARY IS ADJUSTED AS FOLLOWS: EFFECTIVE 14 OCTOBER 1962

| NAME | SERIAL | ORGN | FUNDS | OLD GR-ST | OLD SALARY | NEW GR-ST | NEW SALARY |
|---|---|---|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 54600 | CF | 15 1 | $13730 | 15 1 | $14565 |

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

| NAME | SERIAL | ORGN. | FUNDS | GR-STEP | NEW SALARY |
|---|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 44 550 | CF | GS 16 4 | $27,549 |

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

| NAME | SERIAL | ORGN. | FUNDS | GR-STEP | OLD SALARY | NEW SALARY |
|---|---|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 44 550 | CF | GS 16 4 | $23,079 | $25,118 |

14-00000

A-9

| 1. SERIAL NO. | 2. NAME | 3. ORGANIZATION | 4. FUNDS | 5. LWOP HOURS |
|---|---|---|---|---|
| 056043 | BAGLEY TENNENT H | 44 550 | CF | |

| 6. OLD SALARY RATE: Grade | Step | Salary | Last e.f. Date | 7. NEW SALARY RATE: Grade | Step | Salary | EFFECTIVE DATE | 8. PI ACTION: SI | ADJ |
|---|---|---|---|---|---|---|---|---|---|
| GS 16 | 3 | $22,380 | 06/04/67 | GS 16 | 4 | $23,079 | 06/02/68 | | |

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: DC/FJR  DATE: 25 May 1968

☐ NO EXCESS LWOP

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ LWOP STATUS AT END OF WAITING PERIOD

463

CLERKS INITIALS  AUDITED BY

FORM 7-66 560 E Use previous edition  PAY CHANGE NOTIFICATION

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

| NAME | SERIAL | ORGN. | FUNDS | GR-STEP | OLD SALARY | NEW SALARY |
|---|---|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 44 550 | CF | GS 16 3 | $21,415 | $22,380 |

14-00000

SECRET
(When Filled In)

SF: 30 AUG. 67

# NOTIFICATION OF PERSONNEL ACTION

ODF

| 1. SERIAL NUMBER | 2. NAME (LAST-FIRST-MIDDLE) |
|---|---|
| 056043 | BAGLEY TENNENT H |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE (MO DA YR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 08 27 67 | REGULAR |

| 6. FUNDS | V TO V | | V TO CF | 7. Financial Analysis No. Chargeable | 8. CSC OR OTHER LEGAL AUTHORITY |
|---|---|---|---|---|---|
| | CF TO V | X | CF TO CF | 8136 1187 0000 | 50 USC 403 J |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/EUR<br>FOREIGN FIELD<br>NORTHERN REGION<br>BURSSELS STATION | BURSSELS, BELGIUM |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. SERVICE DESIGNATION |
|---|---|---|
| ATTACHE<br>CHIEF OF STATION | 0296 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| FSR<br>GS | 0136.05 | 03 2<br>16 3 | 16391<br>21415 |

18. REMARKS
WASH., D.C.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. Employ Code | 21. OFFICE CODING (NUMERIC) | (ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. Hdqtrs. Code | 25. DATE OF BIRTH (MO DA YR) | 26. DATE OF GRADE (MO DA YR) | 27. DATE OF LEI (MO DA YR) |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 44550 | EUR | 06543 | S | 3 | 11 11 25 | | |

| 28. NTE EXPIRES (MO DA YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 2 - CIA, 3 - FICA, 4 - NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR) | EOD DATA | 33. SECURITY REQ NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE (CODE: 0 - NONE, 1 - 5 PT., 2 - 10 PT) | 36. SERV. COMP. DATE (MO DA YR) | 37. LONG COMP DATE (MO DA YR) | 38. CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE | 39. FEGLI / HEALTH INSURANCE (CODE: 0 - WAIVED, 1 - YES; HEALTH INS CODE) | 40. SOCIAL SECURITY NO |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS.), 3 - BREAK IN SERVICE (MORE THAN 3 YRS.)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED: 1 - YES, 2 - NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED: 1 - YES, 2 - NO; CODE; NO TAX EXEMP; STATE CODE) |
|---|---|---|---|
| | | | |

SIGNATURE OR OTHER AUTHENTICATION

FROM: SB

POSTED
9-5-67 [handwritten initials]

SF 1150 Use Previous Edition

SECRET (When Filled In)

SF

GROUP 1
Excluded from automatic downgrading and declassification

| 1. Serial No. | 2. Name | 3. Cost Center Number | 4. LWOP Hours |
|---|---|---|---|
| 056043 | BAGLEY TENNENT H | 48 040 CF | |

| 5. Old Salary Rate | | | | 6. New Salary Rate | | | | 7. Type Action | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Grade | Step | Salary | Last PR Date | Grade | Step | Salary | Effective Date | PU | LU | ADJ |
| GS 16 | 2 | $20,745 | 06/05/66 | GS 16 | 3 | $21,415 | 06/04/67 | | | |

8. Remarks and Authentication

/ NO EXCESS LWOP
/ IN PAY STATUS AT END OF WAITING PERIOD
/ LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [signature] DATE 13 Apr 67

**PAY CHANGE NOTIFICATION**

SECRET
(When Filled In)

RZF: 3 JAN 67

## NOTIFICATION OF PERSONNEL ACTION

ODF

| 1. Serial Number | 2. Name (Last-First-Middle) |
|---|---|
| 056043 | BAGLEY TENNENT H |

| 3. Nature of Personnel Action | 4. Effective Date (Mo. Da. Yr.) | 5. Category of Employment |
|---|---|---|
| REASSIGNMENT | 12 30 66 | REGULAR |

| 6. Funds | V to V | | V to CF | 7. Financial Analysis No. Chargeable | 8. CSC or Other Legal Authority |
|---|---|---|---|---|---|
| | CF to V | X | CF to CF | 7134 0573 0000 | 50 USC 403 J |

| 9. Organizational Designations | 10. Location of Official Station |
|---|---|
| DDP/SB DIVISION<br>OFFICE OF THE CHIEF | WASH., D.C. |

| 11. Position Title | 12. Position Number | 13. Service Designation |
|---|---|---|
| POL OFFICER 2ND SEC<br>OPS OFFICER D DIV CH | 0002 | D |

| 14. Classification Schedule (GS, LB, etc.) | 15. Occupational Series | 16. Grade and Step | 17. Salary or Rate |
|---|---|---|---|
| FSS<br>GS | 0136.01 | 01 1<br>16 2 | 15841<br>20745 |

18. Remarks
WASH., D.C.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. Action Code | 20. Employ. Code | 21. Office Coding (Numeric / Alphabetic) | 22. Station Code | 23. Integree Code | 24. Appropriation Code | 25. Date of Birth (Mo. Da. Yr.) | 26. Date of Grade | 27. Date of LEI |
|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 48040 SB | 75013 | 1 | 1 | 11 11 25 | | |

| 28. NTE Expires | 29. Special Reference | 30. Retirement Data | 31. Separation Data Code | 32. Correction/Cancellation Data | | 33. Security Req. No. | 34. Sex |
|---|---|---|---|---|---|---|---|
| | | 1 - CSC<br>2 - CIA<br>3 - FICA<br>4 - NONE | | | EOD DATA | | |

| 35. Vet. Preference | 36. Serv. Comp. Date | 37. Long Comp. Date | 38. Career Category | 39. FEGLI / Health Insurance | 40. Social Security No. |
|---|---|---|---|---|---|
| | | | | | |

| 41. Previous Civilian Government Service | 42. Leave Cat. Code | 43. Federal Tax Data | 44. State Tax Data |
|---|---|---|---|
| 0 - No previous service<br>1 - No break in service<br>2 - Break in service (less than 3 yrs)<br>3 - Break in service (more than 3 yrs) | | 1 - Yes<br>2 - No | 1 - Yes<br>2 - No |

SIGNATURE OR OTHER AUTHENTICATION

POSTED
1-4-67 RS

17

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

| NAME | SERIAL | ORGN. | FUNDS | GR-STEP | OLD SALARY | NEW SALARY |
|---|---|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 48 040 | CF | GS 16 2 | $20,297 | $20,745 |

SECRET
(When Filled In)

RZF: 11 JUL 66

# NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER: 056043
2. NAME (LAST-FIRST-MIDDLE): BAGLEY TENNENT H
3. NATURE OF PERSONNEL ACTION: DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM
4. EFFECTIVE DATE (MO. DA. YR): 07 03 66
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V / V TO CF / CF TO V / CF TO CF — X (CF TO V)
7. COST CENTER NO. CHARGEABLE: 7134 0573 0000
8. CSC OR OTHER LEGAL AUTHORITY: PL 88-643 SECT. 203
9. ORGANIZATIONAL DESIGNATIONS: DDP/SR
10. LOCATION OF OFFICIAL STATION: WASH., D.C.
11. POSITION TITLE:
12. POSITION NUMBER:
13. SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.):
15. OCCUPATIONAL SERIES:
16. GRADE AND STEP: 16
17. SALARY OR RATE:
18. REMARKS: EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE | 20. Employ. Code | 21. OFFICE CODING (NUMERIC, ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. Hdqrs. Code | 25. DATE OF BIRTH (MO. DA. YR) | 26. DATE OF GRADE (MO. DA. YR) | 27. DATE OF LEI (MO. DA. YR)

28. NTE EXPIRES (MO. DA. YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 3 - FICA, 5 - NONE) CODE: 2 | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR) | EOD DATA | 33. SECURITY REQ NO. | 34. SEX

35. VET PREFERENCE (CODE: 0 - NONE, 1 - 5 PT., 2 - 10 PT) | 36. SERV COMP. DATE (MO DA YR) | 37. LONG COMP. DATE (MO DA YR) | 38. CAREER CATEGORY (CAR, RESV, PROV, TEMP, CODE) | 39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES; HEALTH INS CODE) | 40. SOCIAL SECURITY NO

41. PREVIOUS GOVERNMENT SERVICE DATA — CODE: 0 - NO PREVIOUS SERVICE; 1 - NO BREAK IN SERVICE; 2 - BREAK IN SERVICE (LESS THAN 3 YRS); 3 - BREAK IN SERVICE (MORE THAN 3 YRS) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED: 1 - YES, 2 - NO; CODE; NO TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED: 1 - YES, 2 - NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

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Jul 7 12 66

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| OLD SALARY RATE | | | | NEW SALARY RATE | | | | TYPE ACTION | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Grade | Step | Salary | Last Eff. Date | Grade | Step | Salary | Effective Date | PSI | LSI | ADJ |
| GS 16 | 1 | $19,619 | 06/06/65 | GS 16 | 2 | $20,2?7 | 06/05/66 | | | |

Remarks and Authentication

/ NO EXCESS LWOP
/ IN PAY STATUS AT END OF WAITING PERIOD
/ LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [signature] DATE 12 Apr 66

PAY CHANGE NOTIFICATION

9 SEPT 65

SECRET
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

| 1. SERIAL NUMBER | 2. NAME (LAST-FIRST-MIDDLE) |
|---|---|
| 056043 | BAGLEY TENNENT H |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE (MO. DA. YR.) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 09 09 65 | REGULAR |

| 6. FUNDS | V TO V | V TO CF | CF TO V | CF TO CF | 7. COST CENTER NO. CHARGEABLE | 8. CSC OR OTHER LEGAL AUTHORITY |
|---|---|---|---|---|---|---|
| | | | X | | 6134 0573 0000 | 50 USC 403 J |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/SR DIVISION<br>OFFICE OF THE CHIEF | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. SERVICE DESIGNATION |
|---|---|---|
| POL OFFICER 2ND SEC<br>OPS OFFICER D DIV CH | 0002 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| FSR<br>GS | 0136.01 | 04 2<br>16 1 | 12495<br>18935 |

18. REMARKS
WASH., D.C.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. Employ Code | 21. OFFICE CODING Numeric | Alphabetic | 22. STATION CODE | 23. INTEGREE CODE | 24. Hdqtrs. Code | 25. DATE OF BIRTH (MO DA YR) | 26. DATE OF GRADE (MO DA YR) | 27. DATE OF LEI (MO DA YR) |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 48040 | SR | 75013 | 1 | 1 | 11 11 25 | | |

| 28. NTE EXPIRES (MO DA YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 3 - FICA, 5 - NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR) | | 33. SECURITY REQ NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | EOD DATA | | |

| 35. VET. PREFERENCE (CODE; 0 - NONE, 1 - 5 PT, 2 - 10 PT) | 36. SERV. COMP. DATE (MO DA YR) | 37. LONG COMP. DATE (MO DA YR) | 38. CAREER CATEGORY (CAR, RESV, PROV, TEMP; CODE) | 39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVED, 1 - YES; HEALTH INS CODE) | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE LESS THAN 3 YRS, 3 - BREAK IN SERVICE MORE THAN 3 YRS) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMP; STATE CODE) |
|---|---|---|---|
| | | | |

SIGNATURE OR OTHER AUTHENTICATION

POSTED
[handwritten initials and date]

FORM 1150 11-62 Use Previous Edition

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

| NAME | SERIAL | ORGN. | FUNDS | GR-STEP | OLD SALARY | NEW SALARY |
|---|---|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 48 040 | CF | GS 16 1 | $18,935 | $19,619 |

5 JUN65

SECRET
(When Filled In)

# NOTIFICATION OF PERSONNEL ACTION

| 1. NUMBER | 2. NAME (LAST-FIRST-MIDDLE) |
|---|---|
| 56043 | BAGLEY TENNENT H |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE (MO. DA. YR.) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| PROMOTION - CORRECTION | 06 06 65 | REGULAR |

| 6. FUNDS | V TO V | | V TO CF | 7. COST CENTER NO. CHARGEABLE | 8. CSC OR OTHER LEGAL AUTHORITY |
|---|---|---|---|---|---|
| | CF TO V | X | CF TO CF | 5134 0573 0000 | 50 USC 403 J |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/SR<br>COUNTERINTELLIGENCE GROUP<br>OFFICE OF THE CHIEF | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. SERVICE DESIGNATION |
|---|---|---|
| POL OFFICER 2ND SEC<br>OPS OFFICER CH | 0985 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| FSR<br>GS | 0136.01 | 04 2<br>16 1 | 12495<br>18935 |

18. REMARKS

THIS ACTION CORRECTS FORM 1150 EFFECTIVE 06/06/65 AS FOLLOWS:
TO ADD INTEGRATED INFORMATION.
ITEM #11 WHICH READ OPS OFFICER BR CH TO READ OPS OFFICER CH.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. Employ. Code | 21. OFFICE CODING (NUMERIC / ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. Hqtrs. Code | 25. DATE OF BIRTH (MO DA YR) | 26. DATE OF GRADE (MO DA YR) | 27. DATE OF LEI (MO DA YR) |
|---|---|---|---|---|---|---|---|---|
| | | | | | | 11 11 25 | | |

| 28. NTE EXPIRES (MO DA YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE; CODE) | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR) | EOD DATA | 33. SECURITY REQ. NO | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE (CODE; 0 - NONE, 1 - 5 PT, 2 - 10 PT) | 36. SERV. COMP. DATE (MO DA YR) | 37. LONG COMP. DATE (MO DA YR) | 38. CAREER CATEGORY (CAR, RES, PROV, TEMP; CODE) | 39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVED, 1 - YES; HEALTH INS CODE) | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS)) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO TAX EXEMP.; STATE CODE) |
|---|---|---|---|
| | | | |

SIGNATURE OR OTHER AUTHENTICATION

POSTED

[signature]

FORM 11-62 1150 Use Previous Edition

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

14-00000

RZR: 28 MAY 65

SECRET
(When Filled In)

# NOTIFICATION OF PERSONNEL ACTION

OCF

| 1. SERIAL NUMBER | 2. NAME (LAST-FIRST-MIDDLE) |
|---|---|
| 056043 | BAGLEY TENNENT H |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE (MO. DA. YR.) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| PROMOTION | 06 06 65 | REGULAR |

| 6. FUNDS | V TO V | | V TO CF | 7. COST CENTER NO. CHARGEABLE | 8. CSC OR OTHER LEGAL AUTHORITY |
|---|---|---|---|---|---|
| | CF TO V | X | CF TO CF | 5134 0573 0000 | 50 USC 403 J |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/SR<br>COUNTERINTELLIGENCE GROUP<br>OFFICE OF THE CHIEF | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER BR CH | 0985 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 16 1 | 18935 |

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. Employ. Code | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. Hdqtrs Code | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|---|
| 22 | 10 | 48200 | SR | 75013 | | 1 | 11 11 25 | 06 06 65 | 06 06 65 |

| 28. NTE EXPIRES (MO DA YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 3 - FICA, 6 - NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA TYPE | MO. DA. YR. | | 33. SECURITY REQ NO. | 34. SEX |
|---|---|---|---|---|---|---|---|---|
| | | | | | | EOD DATA | | |

| 35. VET. PREFERENCE CODE (0 - NONE, 1 - 5 PT, 2 - 10 PT) | 36. SERV. COMP. DATE (MO DA YR) | 37. LONG COMP. DATE (MO DA YR) | 38. CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE | 39. FEGLI / HEALTH INSURANCE (CODE, 0 - WAIVED, 1 - YES, HEALTH INS CODE) | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS)) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES 2 - NO, CODE, NO TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1 - YES 2 - NO, CODE, NO TAX EXEMP., STATE CODE) |
|---|---|---|---|
| | | | |

SIGNATURE OR OTHER AUTHENTICATION

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[signature] 6/9/65

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SECRET
(When Filled In)

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

# GENERAL SCHEDULE RATES

## Federal Employees Salary Act of 1964

| GRADE | *Per Annum Rates and Steps* | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| GS- 1 | $3,385 | $3,500 | $3,615 | $3,730 | $3,845 | $3,960 | $4,075 | $4,190 | $4,305 | $4,420 |
| GS- 2 | 3,680 | 3,805 | 3,930 | 4,055 | 4,180 | 4,305 | 4,430 | 4,555 | 4,680 | 4,805 |
| GS- 3 | 4,005 | 4,140 | 4,275 | 4,410 | 4,545 | 4,680 | 4,815 | 4,950 | 5,085 | 5,220 |
| GS- 4 | 4,480 | 4,630 | 4,780 | 4,930 | 5,080 | 5,230 | 5,380 | 5,530 | 5,680 | 5,830 |
| GS- 5 | 5,000 | 5,165 | 5,330 | 5,495 | 5,660 | 5,825 | 5,990 | 6,155 | 6,320 | 6,485 |
| GS- 6 | 5,505 | 5,690 | 5,875 | 6,060 | 6,245 | 6,430 | 6,615 | 6,800 | 6,985 | 7,170 |
| GS- 7 | 6,050 | 6,250 | 6,450 | 6,650 | 6,850 | 7,050 | 7,250 | 7,450 | 7,650 | 7,850 |
| GS- 8 | 6,630 | 6,850 | 7,070 | 7,290 | 7,510 | 7,730 | 7,950 | 8,170 | 8,390 | 8,610 |
| GS- 9 | 7,220 | 7,465 | 7,710 | 7,955 | 8,200 | 8,445 | 8,690 | 8,935 | 9,180 | 9,425 |
| GS-10 | 7,900 | 8,170 | 8,440 | 8,710 | 8,980 | 9,250 | 9,520 | 9,790 | 10,060 | 10,330 |
| GS-11 | 8,650 | 8,945 | 9,240 | 9,535 | 9,830 | 10,125 | 10,420 | 10,715 | 11,010 | 11,305 |
| GS-12 | 10,250 | 10,605 | 10,960 | 11,315 | 11,670 | 12,025 | 12,380 | 12,735 | 13,090 | 13,445 |
| GS-13 | 12,075 | 12,495 | 12,915 | 13,335 | 13,755 | 14,175 | 14,595 | 15,015 | 15,435 | 15,855 |
| GS-14 | 14,170 | 14,660 | 15,150 | 15,640 | 16,130 | 16,620 | 17,110 | 17,600 | 18,090 | 18,580 |
| GS-15 | 16,460 | 17,030 | 17,600 | 18,170 | 18,740 | 19,310 | 19,880 | 20,450 | 21,020 | 21,590 |
| GS-16 | 18,935 | 19,590 | 20,245 | 20,900 | 21,555 | 22,210 | 22,865 | 23,520 | 24,175 | ..... |
| GS-17 | 21,445 | 22,195 | 22,945 | 23,695 | 24,445 | ..... | ..... | ..... | ..... | ..... |
| GS-18 | 24,500 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |

14-00000

| 056043 | BAGLEY TENNENT H | | | 48 200 | | CF | | 7 TYPE ACTION | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 5 OLD SALARY RATE | | | | 6 NEW SALARY RATE | | | | | | |
| Grade | Step | Salary | Last EH Date | Grade | Step | Salary | Effective Date | PSI | LSI | ADJ. |
| GS 15 | 2 | ~~$10,180~~ 11030 | 09/15/63 | GS 15 | 3 | ~~$10,695~~ 11600 | 09/13/64 | | | |

8 Remarks and Authentication

01

000

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY EH

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE DATE 15/7/64

PAY CHANGE NOTIFICATION

Form 560 Obsolete Previous (4-51) 18 Sept 64

SECRET
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

ADPD 04/23/64

| 1 SERIAL NUMBER | 2 NAME (LAST-FIRST-MIDDLE) | | |
|---|---|---|---|
| 056043 | BAGLEY TENNENT H | | |
| 3 NATURE OF PERSONNEL ACTION | 4 EFFECTIVE DATE (MO. DA. YR.) | 5 CATEGORY OF EMPLOYMENT | |
| REASSIGNMENT | 04 12 64 | | |
| 6 FUNDS: V TO V / CF TO V / V TO CF / X CF TO CF | 7 COST CENTER NO CHARGEABLE | 8 CSC OR OTHER LEGAL AUTHORITY | |
| | 4134 1000 1000 | | |
| 9 ORGANIZATIONAL DESIGNATIONS | 10 LOCATION OF OFFICIAL STATION | | |
| DDP/SR DIVISION<br>DDP SR CI GR OFF OF THE CH | WASH., D.C. | | |
| 11 POSITION TITLE | 12 POSITION NUMBER | 13 CAREER SERVICE DESIGNATION | |
| OPS OFFICER BR CH | 0985 | D | |
| 14 CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15 OCCUPATIONAL SERIES | 16 GRADE AND STEP | 17 SALARY OR RATE |
| SS | 0136.01 | 15 | |

18 REMARKS

SIGNATURE OR OTHER AUTHENTICATION

POSTED
27 APR

Form 1150a 7 AUG 1-63 Use Previous Edition

SECRET 27 APR (4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OCI MEMORANDUM DATED 1 AUGUST 1956; SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

| NAME | SERIAL | ORGN | FUNDS | GR-ST | OLD SALARY | NEW SALARY |
|---|---|---|---|---|---|---|
| BAGLEY TENNENT H | 056043 | 48 080 | CF | GS 15 2 | $15,045 | $16,180 |

LLG: 31 OCT. 62

SECRET
(When Filled In)

# NOTIFICATION OF PERSONNEL ACTION

ODF

| 1. SERIAL NUMBER | 2. NAME (LAST-FIRST-MIDDLE) |
|---|---|
| 056043 | BAGLEY TENNENT H |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE (MO. DA. YR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 10 31 62 | REGULAR |

| 6. FUNDS | V TO V | V TO CF | CF TO V | CF TO CF | 7. COST CENTER NO. CHARGEABLE | 8. CSC OR OTHER LEGAL AUTHORITY |
|---|---|---|---|---|---|---|
| | | | | X | 3134 1000 1000 | 50 USC 403 J |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP SR<br>CHIEF, OPERATIONS AND PLANS<br>COUNTERINTELLIGENCE BRANCH<br>OFFICE OF THE CHIEF | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| POL OFFICER 2ND SEC<br>OPS OFFICER BR CH | 0578 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| FSR<br>GS | 0136.01 | 05 0<br>15 1 | 9620<br>14565 |

18. REMARKS
SWITZERLAND

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. Employ. Code | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. Hdqtrs. Code | 25. DATE OF BIRTH MO DA YR | 26. DATE OF GRADE MO DA YR | 27. DATE OF LEI MO DA YR |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 60080 | SR | 75013 | 1 | 1 | 11 11 25 | | |

| 28. NTE EXPIRES MO DA YR | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 3 - FICA, 5 - NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA TYPE MO DA YR | EOD DATA | 33. SECURITY REQ NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE CODE (0 - NONE, 2 - 5 PT, 3 - 10 PT) | 36. SERV. COMP. DATE MO DA YR | 37. LONG COMP. DATE MO DA YR | 38. CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE | 39. FEGLI / HEALTH INSURANCE CODE (0 WAIVER, 1 - YES) HEALTH INS CODE | 40. SOCIAL SECURITY NO |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA FORM EXECUTED (1 - YES, 2 - NO) CODE, NO. TAX EXEMPTIONS | 44. STATE TAX DATA FORM EXECUTED (1 - YES, 2 - NO) CODE, NO TAX EXEMP., STATE CODE |
|---|---|---|---|
| | | | |

SIGNATURE OR OTHER AUTHENTICATION

POSTED
MC 11-7-62

FORM 4-62 1150 Use Previous Edition

10/31/62 [signature]

SECRET
(When Filled In)

14-00000

-- TENNENT H     60 080     CF

| 5. OLD SALARY RATE | | | | 6. NEW SALARY RATE | | | | 7. TYPE ACTION | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Grade | Step | Salary | Last Eff. Date | Grade | Step | Salary | Effective Date | PSI | LSI | ADJ. |
| GS 15 | 1 | $14,565 | 09/16/62 | GS 15 | 2 | $15,045 | 09/15/63 | | | |

8. Remarks and Authentication

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD 00 0
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS          AUDITED BY

ll 9/1/63

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE [signature]     DATE 7/15/63

PAY CHANGE NOTIFICATION     mnH

Form 560   Obsolete Previous Edition   (4-61)

ABM: 14 SEPT 62

SECRET
(When Filled In)

# NOTIFICATION OF PERSONNEL ACTION

ODF

| 1. SERIAL NUMBER | 2. NAME (LAST-FIRST-MIDDLE) |
|---|---|
| 056043 | BAGLEY TENNENT H |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE (MO. DA. YR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| PROMOTION | 09 16 62 | REGULAR |

| 6. FUNDS | V TO V | V TO CF | CF TO V | CF TO CF | 7. COST CENTER NO. CHARGEABLE | 8. CSC OR OTHER LEGAL AUTHORITY |
|---|---|---|---|---|---|---|
| | | | X | | 3139 9600 1065 | 50 USC 403 J |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP EE<br>SWITZERLAND STATION<br>OFFICE OF THE CHIEF | BERN, SWITZERLAND |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| POL OFFICER 2ND SEC<br>OPS OFFICER | 1586 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| FSR<br>GS | 0136.01 | 05 0<br>15 1 | 9055<br>13730 |

18. REMARKS
BERN, SWITZERLAND.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. Employ Code | 21. OFFICE CODING (NUMERIC / ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. Hdqrts Code | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|
| 22 | 10 | 54600 EE | 69007 | 1 | 3 | 11 11 25 | 09 16 62 | 09 16 62 |

| 28. NTE EXPIRES (MO. DA. YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1-CSR, 2-FICA, 3-NONE / CODE) | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR) | EOD DATA | 33. SECURITY REQ. NO | 34. SEX |
|---|---|---|---|---|---|---|---|
| | 80 | | | | | | |

| 35. VET. PREFERENCE (CODE: 0-NONE, 1-5 PT, 2-10 PT) | 36. SERV. COMP. DATE (MO. DA. YR) | 37. LONG. COMP. DATE (MO. DA. YR) | 38. CAREER CATEGORY (CAR, RESV, PROV, TEMP / CODE) | 39. FEGLI / HEALTH INSURANCE (CODE: 0-WAIVER, 1-YES; HEALTH INS CODE) | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YRS.), 3-BREAK IN SERVICE (MORE THAN 3 YRS.)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO TAX EXEMP; STATE CODE) |
|---|---|---|---|
| | | | |

SIGNATURE OR OTHER AUTHENTICATION

Bar 9/18/62

[stamp] 20 SEP 1962

FORM 1150   Use Previous Edition   SECRET   (4-61)

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

| 556043 | BAGLEY TENNENT H | DDP/EE 52 | UV | |
|---|---|---|---|---|

| 8. OLD SALARY RATE | | | | 6. NEW SALARY RATE | | | | 7. TYPE ACTION | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Grade | Step | Salary | Last Eff. Date | Grade | Step | Salary | Effective Date | PSI | LBI | ADJ. |
| GS 14 | 2 | $12,470 | 12/13/59 | 14 | 3 | $12,730 | 06/11/61 | | | |

9. Remarks and Authentication

/ / NO EXCESS LWOP

/ / IN PAY STATUS AT END OF WAITING PERIOD

/ / IN LWOP STATUS AT END OF WAITING PERIOD

E.D.ECHOLS

PAY CHANGE NOTIFICATION

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

| SD | NAME | SERIAL | ORGN | GR-ST | OLD SALARY | NEW SALARY |
|---|---|---|---|---|---|---|
| DI | BAGLEY TENNENT H | 556043 | 52 27 | GS-14 2 | $11,595 | $12,470 |

/S/ EMMETT D. ECHOLS

DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

| 1. EMP. SERIAL NO. | 2. NAME | 3. ASSIGNED ORGAN. | 4. FUNDS | 5. ALLOTMENT |
|---|---|---|---|---|
| 556043 | BAGLEY TENNENT H | DDP/EE 22 | UV | |

| 6. OLD SALARY RATE | | | | | | 7. NEW SALARY RATE | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| GRADE | STEP | SALARY | LAST EFFECTIVE DATE MO. | DA. | YR. | GRADE | STEP | SALARY | EFFECTIVE DATE MO. | DA. | YR. |
| GS 14 | 1 | $11,355 | 06 | 15 | 58 | GS 14 | 2 | $11,595 | 12 | 13 | 59 |

TO BE COMPLETED BY THE OFFICE OF COMPTROLLER

8. CHECK ONE ☐ NO EXCESS LWOP ☐ EXCESS LWOP
IF EXCESS LWOP, CHECK FOLLOWING:
☐ IN PAY STATUS AT END OF WAITING PERIOD
☐ IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP

10. INITIALS OF CLERK

11. AUDITED BY

TO BE COMPLETED BY THE OFFICE OF PERSONNEL

12. TYPE OF ACTION
☐ P.S.I. ☐ L.B.I. ☐ PAY ADJUSTMENT

13. REMARKS

14. AUTHENTICATION

G.M.STEWART

PAY CHANGE NOTIFICATION

FORM 8-58 560 OBSOLETE PREVIOUS EDITION

SECRET

IN LIEU OF FORM 1150 THIS NOTIFICATION EFFECTS RESLOTTING RESULTING FROM R-20-250

| SER # | NAME | SD | OLD SLOT | NEW SLOT | DATE |
|---|---|---|---|---|---|
| 556043 | BAGLEY TENNENT H | DI | 1585 | 1586 | 05/01/59 |

SECRET

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

| NAME | SERIAL | GRADE-STEP | OLD SALARY | NEW SALARY |
|---|---|---|---|---|
| BAGLEY TENNENT H | 556043 | GS-14-1 | $10,320 | $11,355 |

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

SECRET

SECRET
(When Filled In)

# NOTIFICATION OF PERSONNEL ACTION

MCM 13 JUNE 58

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth Mo. Da. Yr. | 4. Vet. Pref. None-0 5 Pt-1 10 Pt-2 Code | 5. Sex | 6. CS-EOD Mo. Da. Yr. |
|---|---|---|---|---|---|
| 556043 | BAGLEY TENNENT H | 11 11 25 | 1 | M 1 | 07 24 50 |

| 7. SCD Mo. Da. Yr. | 8. CSC Retmt. Yes-1 No-2 Code | 9. CSC Or Other Legal Authority | 10. Appt. Affidav. Mo. Da. Yr. | 11. FEGLI Yes-1 No-2 Code | 12. LCD Mo. Da. Yr. | 13. Yes-1 No-2 Code |
|---|---|---|---|---|---|---|
| 04 08 47 | 1 | 50 USCA 403 | | | 07 24 50 | 2 |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP EE<br>SWITZERLAND STATION<br>OFFICE OF THE CHIEF | | BERN, SWITZERLAND | |

| 16. Dept.-Field Dept-1 USfld-3 Frgn-5 Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|
| 5 | POL OFF 2ND SECTY<br>AREA OPS OFF | 1585 | FSR<br>GS | 0136.01 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade Mo. Da. Yr. | 25. PSI Due Mo. Da. Yr. | 26. Appropriation Number |
|---|---|---|---|---|---|
| 06<br>13 2 | $ 7100<br>9205 | DI | | | 8 3160 55 065 |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date Mo. Da. Yr. | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|
| PROMOTION | 30 | 06 15 58 | REGULAR | OM | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP EE<br>SWITZERLAND STATION<br>OFFICE OF THE CHIEF | 5288 | BERN, SWITZERLAND | 69007 |

| 33. Dept.-Field Dept-1 USfld-3 Frgn-5 Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|
| 5 | POL OFF 2ND SECTY<br>AREA OPS OFF | 1585 | FSR<br>GS | 0136.01 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade Mo. Da. Yr. | 42. PSI Due Mo. Da. Yr. | 43. Appropriation Number |
|---|---|---|---|---|---|
| 06<br>14 1 | $ 7100<br>10320 | DI | 06 15 58 | 12 13 59 | 8 3160 55 065 |

44. Remarks

FOD
24 JUN 1958
20

FORM NO. 1150a
1 MAR 57

SECRET

(4)

5728

**SECRET**
(WHEN FILLED IN)

| 1. EMP. SERIAL NO. | 2. NAME | 3. ASSIGNED ORGAN | 4. FUNDS | 5. ALLOTMENT |
|---|---|---|---|---|
| 556043 | BAGLEY TENNENT H | DDP/EE 22 | UV | |

| 6. OLD SALARY RATE | | | | | | 7. NEW SALARY RATE | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| GRADE | STEP | SALARY | LAST EFFECTIVE DATE MO. | DA. | YR. | GRADE | STEP | SALARY | EFFECTIVE DATE MO. | DA. | YR. |
| GS 13 | 1 | $ 8,990 | | | | GS 13 | 2 | $ 9,205 | 05 | 04 | 58 |

REMARKS

**CERTIFICATION**

I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.

| TYPED OR PRINTED NAME OF SUPERVISOR | DATE | SIGNATURE OF SUPERVISOR |
|---|---|---|
| P. HEIMANN C/FE/P | 10 Apr 58 | P. Heimann |

**PERIODIC STEP INCREASE - CERTIFICATION**

FORM NO. 560
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

14-00000

SECRET
(When Filled In)

# NOTIFICATION OF PERSONNEL ACTION

ARE: 7 MAR 1958

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth Mo. Da. Yr. | 4. Vet. Pref. Code | 5. Sex | 6. CS - EOD Mo. Da. Yr. |
|---|---|---|---|---|---|
| 556043 | BAGLEY TENNENT H | 11 11 25 | 1 | M 1 | 07 24 50 |

| 7. SCD Mo. Da. Yr. | 8. CSC Retir. Yes-1 No-2 Code | 9. CSC Or Other Legal Authority | 10. Apmt. Affidav. Mo. Da. Yr. | 11. FEGLI Yes-1 No-2 Code | 12. LCD Mo. Da. Yr. | 13. Yes-1 No-2 Code |
|---|---|---|---|---|---|---|
| 04 08 47 | 1 | 50 USCA 403 J | | | 07 24 50 | 2 |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP EE<br>SWITZERLAND STATION<br>OFFICE OF THE CHIEF | 5288 | BERN, SWITZERLAND | 69007 |

| 16. Dept. - Field (Dept-1 USfld-3 Frgn-5) Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|
| 5 | AREA OPS OFF | 1585 | GS | 0136.01 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade Mo. Da. Yr. | 25. PSI Due Mo. Da. Yr. | 26. Appropriation Number |
|---|---|---|---|---|---|
| 13 1 | $ 8990 | DI | 11 04 56 | 05 04 58 | 8 3160 55 065 |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date Mo. Da. Yr. | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|
| INTEGRATION<br>DEPARTMENT OF STATE | 58 | 02 21 58 | REGULAR | OH | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP EE<br>SWITZERLAND STATION<br>OFFICE OF THE CHIEF | 5288 | BERN, SWITZERLAND | 69007 |

| 33. Dept. - Field (Dept-1 USfld-3 Frgn-5) Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|
| 5 | POL OFF 2ND SECTY<br>AREA OPS OFF | 1585 | FSR<br>GS | 0136.01 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade Mo. Da. Yr. | 42. PSI Due Mo. Da. Yr. | 43. Appropriation Number |
|---|---|---|---|---|---|
| 06<br>13 1 | $ 7100<br>8990 | DI | 11 04 56 | 05 04 58 | 8 3160 55 065 |

44. Remarks

SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF $8990 AND FSR SALARY OF $7100 TO BE PAID BY DEPT. OF STATE AND ALLOWANCES IN ACCORDANCE THEREWITH. SICK AND ANNUAL LEAVE ARE TO BE HELD IN ESCROW UNTIL SUBJECT REVERTS TO GS STATUS.

FOLDED
MAR 14 1958

FORM NO. 1 MAR 57 1150a

SECRET

(4)

SECRET
(When Filled In)

# NOTIFICATION OF PERSONNEL ACTION

MCO

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth Mo. | Da. | Yr. | 4. Vet. Pref. None-0 5 Pt-1 10 Pt-2 Code | 5. Sex | 6. CS-EOD Mo. | Da. | Yr. |
|---|---|---|---|---|---|---|---|---|---|
| 556043 | BAGLEY TENNENT H | 11 | 11 | 25 | 1 | M 1 | 07 | 24 | 50 |

| 7. SCD Mo. | Da. | Yr. | 8. CSC Retmt. Yes-1 No-2 Code | 9. CSC Or Other Legal Authority | 10. Appt. Affidav. Mo. | Da. | Yr. | 11. FEGLI Yes-1 No-2 Code | 12. LCD Mo. | Da. | Yr. | 13. Yes-1 No-2 Code |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 04 | 08 | 47 | 1 | 50 USCA 403 J | | | | 1 | 07 | 24 | 50 | 2 |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP EE<br>POLAND BRANCH<br>FI OPERATIONS SECTION | | WASH. D. C. | |

| 16. Dept.-Field Dept-1 USfld-3 Frgn-5 Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|
| 2 | I.O. (FI) | 0118 | GS | 0136.51 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade Mo. Da. Yr. | 25. PSI Due Mo. Da. Yr. | 26. Appropriation Number |
|---|---|---|---|---|---|
| 13 1 | $ 8990 | 01 | | | 8 3100 20 |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date Mo. | Da. | Yr. | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|---|---|
| REASSIGNMENT (TRANSFER TO UNVOUCHERED FUNDS) | 05 | 12 | 15 | 57 | REGULAR | 01 | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP EE<br>SWITZERLAND STATION<br>OFFICE OF THE CHIEF | 5288 | BERN, SWITZERLAND | 69007 |

| 33. Dept.-Field Dept-1 USfld-3 Frgn-5 Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|
| 5 | AREA OPS OFF | 1585 | GS | 0136.01 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade Mo. | Da. | Yr. | 42. PSI Due Mo. | Da. | Yr. | 43. Appropriation Number |
|---|---|---|---|---|---|---|---|---|---|
| 13 1 | $ 8990 | 01 | 11 | 04 | 56 | 05 | 04 | 58 | 8 3160 55 065 |

44. Remarks

SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.

POSTED
26 DEC 1957

FORM NO. 1150a
1 MAR 57

SECRET

(4)

STANDARD FORM 50 (8 PART)
REV. APRIL 1951
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER R1 FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

# NOTIFICATION OF PERSONNEL ACTION

| 1. NAME (MR.-MISS-MRS.-ONE GIVEN NAME, INITIAL(S), AND SURNAME) | 2. DATE OF BIRTH | 3. JOURNAL OR ACTION NO. | 4. DATE |
|---|---|---|---|
| MR. TENNENT H. BAGLEY 156043 | 11 Nov 1925 | | 10 May 1957 |

*This is to notify you of the following action affecting your employment:*

| 5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) | 6. EFFECTIVE DATE | 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY |
|---|---|---|
| REASSIGNMENT 56 | 5 May 1957 | 50 USCA 403 J |

| FROM | | TO |
|---|---|---|
| I.O. (CI) BO-216 | 8. POSITION TITLE | I.O. (FI) BO-118-13 |
| GS-0136.53-13 $8990.00 per annum | 9. SERVICE, SERIES, GRADE, SALARY | GS-0136.51-13 $8990.00 per annum |
| CE Section | 10. ORGANIZATIONAL DESIGNATIONS 527310 | DDP/EE<br>Poland Branch<br>FI Operations Section |
| | 11. HEADQUARTERS 2 | Washington, D. C. |
| [ ] FIELD [ ] DEPARTMENTAL | 12. FIELD OR DEPT'L | [ ] FIELD [X] DEPARTMENTAL |

13. VETERAN'S PREFERENCE: NONE | WWII | OTHER | 5 PT: X | 10 POINT (DISAB. / OTHER)

14. POSITION CLASSIFICATION ACTION: NEW | VICE | I.A. | REAL. — SD-DI

1

15. SEX: M — 16. APPROPRIATION: FROM: 7-3100-20 750-13; TO: Same

17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO): Yes

18. DATE OF APPOINT. MENT AFFIDAVITS (ACCESSIONS ONLY):

19. LEGAL RESIDENCE: [ ] CLAIMED [ ] PROVED STATE:

1

20. REMARKS:

3 EOD 07/24/50

POSTED 5/13/57 [illegible]

ENTRANCE PERFORMANCE RATING:

Director of Personnel — 21. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1954-[illegible]

[illegible] 5/10/57

14-00000

STANDARD FORM 50 (5 PART)
REV. APRIL 1951
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

# NOTIFICATION OF PERSONNEL ACTION

| 1. NAME (MR.–MISS–MRS.–ONE GIVEN NAME, INITIAL(S), AND SURNAME) | 2. DATE OF BIRTH | 3. JOURNAL OR ACTION NO. | 4. DATE |
|---|---|---|---|
| MR. TENNENT H. BAGLEY 156043 | 11 Nov 1925 | | 2 November 56 |

This is to notify you of the following action affecting your employment:

| 5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) | 6. EFFECTIVE DATE | 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY |
|---|---|---|
| PROMOTION* 30 | 4 Nov 1956 | 50 USCA 403 J |

| FROM | | TO |
|---|---|---|
| BC-216-12 | 8. POSITION TITLE | I. O. (CI) BC-216 |
| GS-0136.53-12 $7785.00 per annum | 9. SERVICE, GRADE, SALARY | GS-0136.53-13 $8990.00 per annum |
| | 10. ORGANIZATIONAL DESIGNATIONS 52732D | DDP/EE Poland Branch CB Section |
| | 11. HEADQUARTERS 2 | Washington, D. C. |
| FIELD [ ] DEPARTMENTAL [ ] | 12. FIELD OR DEPT'L | FIELD [ ] DEPARTMENTAL [X] |

| 13. VETERAN'S PREFERENCE | | | | | | 14. POSITION CLASSIFICATION ACTION |
|---|---|---|---|---|---|---|
| NONE | WWII | OTHER | 5-PT | 10 POINT (DISAB.) | 10 POINT (OTHER) | NEW / VICE / I. A. / REAL. |
| | | | X | | | SD-DI |

1

| 15. SEX | 16. APPROPRIATION | 17. SUBJECT TO C. S. RETIREMENT ACT | 18. DATE OF APPOINT. (ACCESSIONS ONLY) | 19. LEGAL RESIDENCE |
|---|---|---|---|---|
| M | W FROM: 7-3100-20 750-13 TO: Same | Yes | | [ ] CLAIMED [ ] PROVED STATE: |

1

20. REMARKS:

*This also corrects Item #1, First Name, on SF-52 effective 28 Feb 1954 and SF-52 effective 26 Sep 1954; also, SF-50 effective 20 May 1956 which read "Tennett" to read "Tennent."

3 EOD 07/24/50

POSTED
[handwritten initials] 7 Nov 12

ENTRANCE PERFORMANCE RATING:

Director of Personnel

21. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1956-373047

[handwritten] 113 11/7/56

14-00000

STANDARD FORM 50 (8 PART)
REV APRIL 1951
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

CONFIDENTIAL

# NOTIFICATION OF PERSONNEL ACTION

1v1

| 1. NAME (MR.-MISS-MRS.-ONE GIVEN NAME, INITIAL(S) AND SURNAME) | 2. DATE OF BIRTH | 3. JOURNAL OR ACTION NO. | 4. DATE |
|---|---|---|---|
| Mr. Tennett H. Bagley | 11 Nov 1925 | | 11 May 1956 |

*This is to notify you of the following action affecting your employment:*

| 5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) | 6. EFFECTIVE DATE | 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY |
|---|---|---|
| Reassignment 01 | EOD 20 May 1956 | 50 USCA 403 J |

| FROM | | TO |
|---|---|---|
| Area Ops. Off. DGF-857 | 8. POSITION TITLE | I. O. (CI) DO-216-12 |
| GS-0136.01-12 $7785.00 per annum | 9. SERVICE, SERIES, GRADE, SALARY | GS-0136.53-12 $7785.00 per annum |
| DDP/EE<br>Austrian Station<br>Operations Staff | 10. ORGANIZATIONAL DESIGNATIONS<br>527320 | DDP/EE<br>Poland Branch<br>CE Section |
| Vienna, Austria | 11. HEADQUARTERS<br>2 | Washington, D. C. |
| [X] FIELD [ ] DEPARTMENTAL | 12. FIELD OR DEPT'L | [ ] FIELD [X] DEPARTMENTAL |

1 13. VETERAN'S PREFERENCE: NONE | WWII | OTHER | 5-PT: X | 10-POINT (DISAB / OTHER)

14. POSITION CLASSIFICATION ACTION: NEW | VICE | I. A. | REAL. — SD/DI

1 15. SEX: M

16. APPROPRIATION — FROM: 6-3110-55-016 — TO: 6-3100-20 750-13

17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO): Yes

18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY):

19. LEGAL RESIDENCE: [ ] CLAIMED [ ] PROVED — STATE: Calif.

20. REMARKS:

Hire 16 May 56

3 EOD

"Transfer TO Vouchered funds FROM Unvouchered funds."

CONFIDENTIAL

ENTRANCE PERFORMANCE RATING:

Director of Personnel

21. SIGNATURE OR OTHER AUTHENTICATION

U. S. GOVERNMENT PRINTING OFFICE: 1955 - 350409

4. PERSONNEL FOLDER COPY

Rm 5/14/56

14-00000

PERIODIC STEP INCREASE CERTIFICATION

CONFIDENTIAL
(When Filled In)

U. S. GOVERNMENT PRINTING OFFICE: 1954-320080

1. Agency and organizational designation

2. Payroll period

3. Block No. UV

4. Slip No.

5. Employee's name (Mr.-Miss-Mrs.-first name, initial(s), and surname)

BAGLEY, TENNENT HARRINGTON

6. Grade and salary

GS- 12 $7570.00

PAYROLL CHANGE DATA

| | BASE PAY | OVERTIME | | GROSS PAY | RET. | FEDERAL TAX | BOND | F.I.C.A. | STATE TAX | GROUP LIFE INS. | | | NET PAY |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 7. Previous normal | | | | | | | | | | | | | |
| 8. New normal | | | | | | | | | | | | | |
| 9. Pay file period | | | | | | | | | | | | | |

10. Remarks

11. Appropriation(s)

EE/AS 3

12. Prepared by

JPJ 6 FEB 56

13. Audited by

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

| 14. Effective date | 15. Date last equivalent increase | 16. Old salary rate | 17. New salary rate | 18. |
|---|---|---|---|---|
| 25MAR56 | 26 SEP 54 | $7570.00 | $7785.00 | XXXXXXXXXXXXXXXXXXXX SERVICE AND CONDUCT ARE SATISFACTORY |

(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods)
Period(s)—

☐ No excess LWOP. Total excess LWOP

(Check applicable box in case of excess LWOP)
☐ In pay status at end of waiting period.
☐ In LWOP status at end of waiting period.

Initials of Clerk

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
October 26, 1954, General Regulations No. 102

PAYROLL CHANGE SLIP — PERSONNEL COPY

14-00000

STANDARD FORM 52

# REQUEST FOR PERSONNEL ACTION

SECRET

UNVOUCHERED

9/21/54

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

| 1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) | 2. DATE OF BIRTH | 3. REQUEST NO. | 4. DATE OF REQUEST |
|---|---|---|---|
| Mr. Tennett H. Bagley | 11 Nov 1925 | | 19 Aug 54 |

| 5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) | 6. EFFECTIVE DATE A. PROPOSED: | 7. C S OR OTHER LEGAL AUTHORITY |
|---|---|---|
| Promotion | ASAP | |
| B. POSITION (Specify whether establish, change grade or title, etc.) | B. APPROVED: SEP 26 1954 | |

| FROM— | | TO— |
|---|---|---|
| Ops Off.(CE) BG(F) 869-11 | 8. POSITION TITLE AND NUMBER | Area Ops. Off. BG(F) 857 |
| GS-0136.52-11 $5940.00 | 9. SERVICE, GRADE, AND SALARY | GS-0136.01-12 $7040.00 |
| DDP/EE<br>Austria Mission<br>Counter Espionage Staff | 10. ORGANIZATIONAL DESIGNATIONS | DDP/EE<br>Austrian Mission<br>Operations Staff |
| Vienna, Austria | 11. HEADQUARTERS | Vienna, Austria |
| [x] FIELD [ ] DEPARTMENTAL | 12. FIELD OR DEPARTMENTAL | [x] FIELD [ ] DEPARTMENTAL |

A. REMARKS (Use reverse if necessary)

PURSUANT TO DCI DIRECTIVE
EFFECTIVE 13 FEB. 1955
SALARY ADJUSTED TO 7570

PERIODIC STEP INCREASE DUE 24 Oct 54
TO SALARY $ 6140

B. REQUESTED BY (Name and title) EE/Per.

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) 3884/C.Danish

D. REQUEST APPROVED BY
Signature:
Title: FI/CMD

| 13. VETERAN PREFERENCE | | | | | |
|---|---|---|---|---|---|
| NONE | WWII | OTHER | 5 PT. | 10 POINT DISAB. | OTHER |
| | | | x | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | LA. | REAL. |
|---|---|---|---|
| | | | |

FI/SD

| 15. SEX | 16. RACE | 17. APPROPRIATION | 18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) | 19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 20. LEGAL RESIDENCE |
|---|---|---|---|---|---|
| M | W | FROM: 5-3110-55-016<br>TO: Same | Yes | | [ ] CLAIMED [ ] PROVED<br>STATE: Calif. |

21. STANDARD FORM 50 REMARKS

APPROVED BY
FI CAREER SERVICE BOARD
DATE:

| 22. CLEARANCES | INITIAL OR SIGNATURE | DATE | REMARKS. |
|---|---|---|---|
| A. | | | POSTED 9/21/54 |
| B. CEIL. OR POS. CONTROL | | 9/1-4 | |
| C. CLASSIFICATION | | | |
| D. PLACEMENT OR EMPL. | C Taylor | 16 Sept 54 | |
| E. | | | |
| F. APPROVED BY | Ralph L. Pollock | | |

SECRET

C Taylor 16 Sept 54

14-00000

FORM 52
REQUEST FOR PERSONNEL ACTION

SECRET

UNVOUCHERED

Reached 3/1/54

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

| 1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) | 2. DATE OF BIRTH | 3. REQUEST NO. | 4. DATE OF REQUEST |
|---|---|---|---|
| Mr. Tennett H. Bagley | 11 Nov. 1925 | | 25 Feb. 54 |

| 5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) | 6. EFFECTIVE DATE A. PROPOSED | 7. C.S. OR OTHER LEGAL AUTHORITY |
|---|---|---|
| Reassignment | 28 Feb; 1954 | |
| B. POSITION (Specify whether establish, change grade or title, etc.) | B. APPROVED: FEB 28 1954 | |

| FROM— | | TO— |
|---|---|---|
| Intelligence Off. (CI) BG(F)86-11 | 8. POSITION TITLE AND NUMBER | Ops Officer (CE) BG(F) 869-11 |
| GS-132-11 $5940.00 | 9. SERVICE, GRADE, AND SALARY | GS-0136.52-11 $5940.00 |
| DDP/EE<br>Austrian Mission<br>CE Section | 10. ORGANIZATIONAL DESIGNATIONS | DDP/EE<br>Austria Mission<br>Counter Espionage Staff |
| Vienna, Austria | 11. HEADQUARTERS | Vienna, Austria |
| [X] FIELD [ ] DEPARTMENTAL | 12. FIELD OR DEPARTMENTAL | [X] FIELD [ ] DEPARTMENTAL |

A. REMARKS (Use reverse if necessary)

| B. REQUESTED BY (Name and title) | D. REQUEST APPROVED BY |
|---|---|
| EE/PER | Signature: |
| C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) 3883 315 | Title: |

13. VETERAN PREFERENCE

| NONE | WWII | OTHER | 5-PT. | 10-POINT DISAB. | 10-POINT OTHER |
|---|---|---|---|---|---|
| | | | X | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | I.A. | REAL | |
|---|---|---|---|---|
| | | | | CD-FI |

| 15. SEX | 16. RACE | 17. APPROPRIATION | 18. SUBJECT TO C.S. RETIREMENT ACT (YES—NO) | 19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 20. LEGAL RESIDENCE |
|---|---|---|---|---|---|
| M | W | FROM: 4-3110-55-016<br>TO: 4-3110-55-016 | | | [ ] CLAIMED [ ] PROVED<br>STATE: |

21. STANDARD FORM 50 REMARKS

POSTED
mk 1 Mar 54

| 22. CLEARANCES | INITIAL OR SIGNATURE | DATE | REMARKS: |
|---|---|---|---|
| A. | | | |
| B. CEIL. OR POS. CONTROL | mk | 27 Feb | |
| C. CLASSIFICATION | | | |
| D. PLACEMENT OR EMPL. | C Taylor | 1 Mar 54 | |
| E. | | | |
| F. APPROVED BY | | | C Taylor 1 Mar 54 |

SECRET

16—67330-8

14-00000

STANDARD FORM 52

# REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

4/24/53

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

| 1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) | 2. DATE OF BIRTH | 3. REQUEST NO. | 4. DATE OF REQUEST |
|---|---|---|---|
| BAGLEY, Tennent H. | | | 3/19/53 |

| 5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) | 6. EFFECTIVE DATE A. PROPOSED: | 7. C. S. OR OTHER LEGAL AUTHORITY |
|---|---|---|
| Promotion | | |
| B. POSITION (Specify whether establish, change grade or title, etc.) | B. APPROVED: APR 26 1953 | |

| FROM— | | TO— |
|---|---|---|
| Intelligence Officer | 8. POSITION TITLE AND NUMBER | Intelligence Off-(Counterintel) IG (F) 06-11 |
| GS-132-9 $[struck] 5310 | 9. SERVICE, GRADE, AND SALARY | GS-132-11 $5940 p/a |
| DDP EE Operations Section | 10. ORGANIZATIONAL DESIGNATIONS | DDP/EE Austrian Mission CE Section |
| Vienna, Austria | 11. HEADQUARTERS | Veinna, Austria |
| ☐ FIELD ☐ DEPARTMENTAL | 12. FIELD OR DEPARTMENTAL | ☐ FIELD ☐ DEPARTMENTAL |

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title) [signature] EE/PER

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)

D. REQUEST APPROVED BY Signature: Edwin B. Powell Title: F/PO.

13. VETERAN PREFERENCE: NONE | WWII | OTHER | 5-PT. | 10-POINT DISAB. | OTHER

14. POSITION CLASSIFICATION ACTION: NEW | VICE | L.A. | REAL.

15. SEX | 16. RACE | 17. APPROPRIATION FROM: 3100-35-016 TO: 3100-55-016 | 18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) | 19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 20. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE:

21. STANDARD FORM 50 REMARKS

POSTED [initials] 4/25

| 22. CLEARANCES | INITIAL OR SIGNATURE | DATE | REMARKS: |
|---|---|---|---|
| A. | | | |
| B. CEIL. OR POS. CONTROL | | | |
| C. CLASSIFICATION | | | |
| D. PLACEMENT OR EMPL. | | | |
| E. | | | |

F. APPROVED BY [signature] 4/21/53

Security Information

10—57239-8

14-00000

STANDARD FORM 52

# REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname): BAGLEY, Tennent H.
2. DATE OF BIRTH: 11 Nov. 1925
3. REQUEST NO.:
4. DATE OF REQUEST: 6 Dec. 1952

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): Conversion
B. POSITION (Specify whether establish, change grade or title, etc.):

6. EFFECTIVE DATE: A. PROPOSED: EOD 6 Dec. 52
B. APPROVED:
7. C. S. OR OTHER LEGAL AUTHORITY:

| FROM— | | TO— |
|---|---|---|
| Assistant Attache<br>Intell. Officer (Ops.) [redacted] | 8. POSITION (TITLE AND NUMBER) | Intelligence Officer [redacted] |
| FSS-9 $4290 p/a<br>GS-9 [redacted] $5310. | 9. SERVICE, GRADE, AND SALARY | GS-9 [redacted] $5310. |
| OSO<br>FDM<br>Operations Section | 10. ORGANIZATIONAL DESIGNATIONS | [redacted] DDP<br>[redacted] EE<br>Operations Section |
| Vienna, Austria | 11. HEADQUARTERS | Vienna, Austria |
| X FIELD / DEPARTMENTAL | 12. FIELD OR DEPARTMENTAL | X FIELD / DEPARTMENTAL |

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title): [signature] EE/P&R

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)

D. REQUEST APPROVED BY
Signature: Davis B. Powell
Title: FI/PO.

13. VETERAN PREFERENCE

| NONE | WWI | OTHER | 5 PT. | 10 POINT DISAB. | 10 POINT OTHER |
|---|---|---|---|---|---|
| | | | | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | L. A. | REAL |
|---|---|---|---|
| | | | |

15. SEX
16. RACE
17. APPROPRIATION FROM: TO:
18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
20. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE:

21. STANDARD FORM 50 REMARKS

| 22. CLEARANCES | INITIAL OR SIGNATURE | DATE | REMARKS |
|---|---|---|---|
| A. | | | |
| B. CEIL. OR POS. CONTROL | | | |
| C. CLASSIFICATION | E C Hutson | 6 Jan 53 | |
| D. PLACEMENT OR EMPL. | | | |
| E. | | | |

F. APPROVED BY [signature] 1/10/53

15—61339-2

1. Agency and organizational designations: CENTRAL INTELLIGENCE AGENCY

2. Pay roll

3. Block No. 07

5. Employee's name (and social security account number when appropriate): BAGLEY, Tennent H.

6. Grade and salary: GS-9 $5185

**PAY ROLL CHANGE DATA**

| | BASE PAY | OVERTIME | | GROSS PAY | RET. | TAX | BOND | F.I.C.A. | | | NET PAY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 7. Previous normal | | | | | | | | | | | |
| 8. New normal | | | | | | | | | | | |
| 9. Pay this period | | | ✓ | | [illegible] | [illegible] | | | | | |

10. Remarks

11. Appropriation(s): YDN 37

12. Prepared by

13. Audited by

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

| 14. Effective date | 15. Date last equivalent | 16. Old salary rate | 17. New salary rate | 18. Performance rating is satisfactory or better. |
|---|---|---|---|---|
| 3 Aug 52 | 4 [illegible] 51 | $5185 | $5310 | (Signature or other authentication) |

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):
Period(s):
☐ No excess LWOP. Total excess LWOP

(Check applicable box in case of LWOP)
☐ In pay status at end of waiting period.
☐ LWOP status at end of waiting period.

Initials of Clerk

COPY IN PAYROLL FILES
CONFIDENTIAL FUNDS BRANCH

STANDARD FORM NO. 1126d
Form prescribed by Comp. Gen., U. S.
Nov. 6, 1930, General Regulations No. 102

PAY ROLL CHANGE SLIP—PERSONNEL COPY

16—61111-3a U. S. GOVERNMENT PRINTING OFFICE

14-00000

SECRET

SECURITY INFORMATION

# CONFIDENTIAL FUNDS PERSONNEL ACTION

| | | |
|---|---|---|
| NAME: Tennent H. Bagley | | DATE: 12 December 1951 |
| NATURE OF ACTION: Reassignment | | EFFECTIVE DATE: 23 December 1951 |
| | FROM | TO |
| TITLE | Asst Attache (Political Off) Intell. Officer | Asst. Attache Intell. Officer (Ops) GS-9 |
| GRADE AND SALARY | FSS-9 $4290. GS-9, ~~$5165.~~ $5185 | FSS-9 $4290. GS-9, $5165. |
| OFFICE | OSO | OSO |
| DIVISION | FDM | FDM |
| BRANCH | External Section "A" | Operations Section ~~Extra Section "A"~~ |
| OFFICIAL STATION | Vienna, Austria | Vienna, Austria (3110-00) |

APPROVAL

| | | |
|---|---|---|
| QUALIFICATIONS | FOR ASSISTANT DIRECTOR: Grace L. Greaves | EXECUTIVE |
| CLASSIFICATION: F-594 [signature] 18 Dec. | PERSONNEL OFFICER: D Mulcahy 19 1951 | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ______

SECURITY CLEARED ON ______

OVERSEAS AGREEMENT SIGNED ______

ENTERED ON DUTY ______

______ SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

182

From Slot No. 9 to Slot No. 8 replacing Young

CONFIDENTIAL FUNDS BRANCH

SECURITY INFORMATION

FORM NO. 37-1
NOV 1949

SECRET

14-00000

SECRET

# CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME: BAGLEY, Tennent H.

DATE: 22 August 1951

NATURE OF ACTION: Periodic Pay Increase

EFFECTIVE DATE: 5 August 1951

| | FROM | TO |
|---|---|---|
| TITLE | Asst. Attache (Political Off.) Intelligence Officer | Asst. Attache (Political off) Intelligence Officer |
| GRADE AND SALARY | FSS-9 $4290.00 GS-9 $4600.00 | FSS-9 $4290.00 GS-9 $4725.00 |
| OFFICE | OSO | OSO |
| DIVISION | FDM | FDM |
| BRANCH | External Section "A" | External Section "A" |
| OFFICIAL STATION | Vienna | Vienna |

APPROVAL

| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
|---|---|---|
| CLASSIFICATION | PERSONNEL OFFICER | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON

SECURITY CLEARED ON

OVERSEAS AGREEMENT SIGNED

ENTERED ON DUTY

(SIGNATURE OF AUTHENTICATING OFFICER)

REMARKS:

L.S.I. 24 July 1950

PURSUANT TO DCI DIRECTIVE
EFFECTIVE 24 OCT. 1951
SALARY ADJUSTED TO $ 5185.00

This is to certify that the conduct and services of the employee during this period have been satisfactory in all respects.

Difference between Dept of State salary and CIA salary to be paid by CIA.

COPY IN PAYROLL FILES
CONFIDENTIAL FUNDS BRANC

Division Chief

FORM NO. 37-1 NOV 1949

SECRET

14-00000

SECRET

# CONFIDENTIAL FUNDS PERSONNEL ACTION

| NAME | DATE |
|---|---|
| BAGLEY, Tennent H. | 23 May 1951 |
| NATURE OF ACTION: Integration | EFFECTIVE DATE: 25 May 1951 |

| | FROM | TO |
|---|---|---|
| TITLE | Intelligence Officer (Ops) GS-9 | Asst. Attache (Political Off.) FSS-9 |
| GRADE AND SALARY | GS-9 $4,600.00 | FSS-9 $4,290.00 |
| OFFICE | OSO | OSO |
| DIVISION | FDM | FDM |
| BRANCH | External Section "A" | External Section "A" |
| OFFICIAL STATION | Vienna | Vienna |

APPROVAL

| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
|---|---|---|
| CLASSIFICATION | PERSONNEL OFFICER: [signature] | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON

SECURITY CLEARED ON

OVERSEAS AGREEMENT SIGNED

ENTERED ON DUTY

(SIGNATURE OF AUTHENTICATING OFFICER)

REMARKS:

* Subject integrated into the Department of State as FSS-9, with a salary of $4,290.00. Subject is to be paid the difference between CIA salary of $4,600.00 and salary of $4,290.00 to be paid by the Department of State and allowances in accordance therewith.

Subject is due a lump sum payment for annual leave to be paid up to 24 May 1951.

POSTED
[signature] 25 May

COPY IN FAITHFULL FILES
CONFIDENTIAL FUNDS BRANCH

FORM NO. 37-1 NOV 1949

SECRET

14-00000

SECRET

# CONFIDENTIAL FUNDS PERSONNEL ACTION

| | | |
|---|---|---|
| NAME: BAGLEY, Tennent H. | | DATE: 4 April 1951 |
| NATURE OF ACTION: Transfer | | EFFECTIVE DATE: 15 April 1951 |

| | FROM | TO |
|---|---|---|
| TITLE | Intelligence Officer (Ops) GS-9 | Intelligence Off. (Ops) GS-9 |
| GRADE AND SALARY | GS-9 $4600.00 | GS-9 $4600.00 |
| OFFICE | OSO | OSO |
| DIVISION | FDM/BAD | FDM |
| BRANCH | I.O. Branch - FOS | External Section "A" |
| OFFICIAL STATION | Karlsruhe | Vienna |

APPROVAL

| | | |
|---|---|---|
| QUALIFICATIONS | FOR ASSISTANT DIRECTOR: [signature] | EXECUTIVE |
| CLASSIFICATION: 11/4/51 F-594 Thomas M. Fisher | PERSONNEL OFFICER: 4/7/51 R. Goodhart | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ______

SECURITY CLEARED ON ______

OVERSEAS AGREEMENT SIGNED ______

ENTERED ON DUTY ______

______
SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

Slot 6.

Concurrence date 11 April 1951 W.A. Osborne/ldb

130

JK
ER 5 Apr 51

FORM NO. 37-1
NOV 1949

SECRET

GPO 83-900339

14-00000

SECRET

# CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME: BAGLEY, Tennett H.

DATE: 13 December 1950

NATURE OF ACTION: Intra Agency Transfer

EFFECTIVE DATE: 7 January 1951

| | FROM | TO |
|---|---|---|
| TITLE | Intell. Officer GS-9 | Intell. Officer (Ops) GS-9 |
| GRADE AND SALARY | GS-9 $4600.00 | GS-9 $4600.00 |
| OFFICE | Advisory Council | OSO |
| DIVISION | Office of Chief | FDM/DAD |
| BRANCH | | Intell. Operations Branch FOS |
| OFFICIAL STATION | Washington, D.C. | Karlsruhe |

APPROVAL

| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
|---|---|---|
| F G Lavena | B M [illegible] | |
| CLASSIFICATION 19 Dec 50 F.594 | PERSONNEL OFFICER | |
| Austin J. Thompson | [illegible] 21 Dec 50 | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON

SECURITY CLEARED ON

OVERSEAS AGREEMENT SIGNED

ENTERED ON DUTY

CONFIDENTIAL FUNDS BRANCH

INITIALS

SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

S-53

Employee is replacement for Raymond Downing

Concurrence date 12/26/50
W.H. Osborne/ [illegible]

BH 64 12/15/[illegible]

FORM NO. 37-1
NOV 1949

SECRET

GPO DSO 50-234

SECRET

# CONFIDENTIAL FUNDS PERSONNEL ACTION

| NAME | DATE |
|---|---|
| [illegible]GLEY [illegible] | [illegible] November 19[illegible]0 |

| NATURE OF ACTION | EFFECTIVE DATE |
|---|---|
| [illegible] | |

| | FROM | TO |
|---|---|---|
| TITLE | | Intelligence Officer (Ops) |
| GRADE AND SALARY | | [illegible] [illegible]1600.00 |
| OFFICE | | OCO |
| DIVISION | | [illegible]/DAD |
| BRANCH | | I O Branch - F. O. S. |
| OFFICIAL STATION | | [illegible] |

APPROVAL

| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
|---|---|---|
| | | |
| CLASSIFICATION | PERSONNEL OFFICER | |
| | | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS  YES ☐  NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ____________

SECURITY CLEARED ON ____________

OVERSEAS AGREEMENT SIGNED ____________

ENTERED ON DUTY ____________

____________
SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

[illegible] - 53

Please transfer leave from V [illegible]. Replacement for [illegible], Raymond.

This party prior to departure [illegible] report to the Advisory Council for debriefing

DATE Dec 6 - 50

CONCUR FOR THE CHIEF OF INSPECTION AND SECURITY STAFF [signature]

GEORGE P. LOKER, JR.
CHIEF, SPECIAL SECURITY BRANCH

FORM NO. 37-3
NOV 1949

GPO 83-500339

SECRET

14-00000

SECRET

# CONFIDENTIAL FUNDS PERSONNEL ACTION

| | | |
|---|---|---|
| NAME ~~Bagley, Tennent Harrington~~ | | DATE 24 August 1949 |
| NATURE Appointment | | EFFECTIVE DATE 24 July 1950 |
| | FROM | TO |
| TITLE | | Intelligence Officer GS-9 |
| GRADE AND SALARY | | GS-9 $4600.00 ~~P-3, $4479.60~~ |
| OFFICE | | Advisory Council |
| BRANCH | | O/C |
| DIVISION | | |
| OFFICIAL STATION | | Washington, D. C. |

APPROVAL

| | | |
|---|---|---|
| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
| CLASSIFICATION CN#1775 [signature] | PERSONNEL OFFICER | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES [X] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 24 July 1950

SECURITY CLEARED ON 29 August 49 Extended 29 May 1950

OVERSEAS AGREEMENT SIGNED Not Applicable

ENTERED ON DUTY 24 July 1950

Frank G. Jarema
SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

DOG - 04/26/53
CSEOD - 07/24/50 Please transfer accrued leave from Vouchered Funds.
LCD - 07/24/50 Security concurrence requested 24 August 1949.

Frank F. Scheri
Authorized Certifying Officer

FORM NO. 37-1 AUG 1949 PREVIOUS EDITIONS ARE NOT TO BE USED.

SECRET

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT : Tennent H. Bagley, GS-16, Employee Number 056043, DOB: 11 November 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW : 1 April 1970 - 31 March 1971

MONTHS UNDER MY SUPERVISION: 42 months

OVER-ALL RATING : Strong

1. As Mr. Bagley completes approximately 42 months as Chief of Station, Brussels, progress in Brussels remains uneven. An aggressive attack against the Soviet target has been undertaken by a portion of the Station. Liaison has been exploited to a degree unparalleled in other European Stations. However, there has been a rather frustrating lack of major progress on the part of the NOC component of the Station. While a number of factors have contributed to these results, Mr. Bagley's style of leadership has undoubtedly been a major one.

2. Mr. Bagley has few peers in his ability to investigate and define a Soviet target, and to design mechanisms capable of assaulting this target. The research of this target under his close supervision has been impressive, and the mechanisms designed to support contemplated operations and to keep the target under constant review have been functionally designed. Some impressive achievements have resulted from these efforts but, at the same time, overall progress has been disappointing:

A. The non-official cover component of Brussels Station, consisting of 10 operations officers, 2 support officers and 4 other personnel, is only now taking a form which would permit its effective deployment, but its gains in organizational readiness are threatened by the possible loss of leadership which, in turn, stems at least in part from failure of Mr. Bagley clearly to delegate both responsibility and authority to the key individuals involved in this unit.

MAY 1971

B. The physical divisions within the official component of the Station have separated personnel and files in a manner which makes close teamwork against the target difficult. These divisions could and should have been corrected.

C. Mr. Bagley has not always seen eye-to-eye with Headquarters on matters of method and emphasis, a phenomenon which has impaired operational progress. We accept that each Station Chief has the right -- indeed, the duty -- to hold independent views and to express them with integrity (as Mr. Bagley has done), but believe that differing views could have been resolved more easily had Station reporting to Headquarters been less parsimonious.

3. To sum up, Mr. Bagley's abilities to conceptualize and to build viable models is truly outstanding, as is the exhaustively thorough manner of his staff work; his capability to translate his concepts into productive human endeavor has been less impressive. In spite of his considerable social and diplomatic skills, Mr. Bagley is essentially a reserved person who finds some difficulty in communicating with his subordinates.

4. In spite of the problems noted, problems which we perhaps overstress as a result of our high expectations, Brussels Station has made good progress during this period and Mr. Bagley's performance has been STRONG.

John L. Hart
Chief,
European Division

REVIEWING OFFICER'S COMMENTS: Concur

Date: 11 May 71

Cord Meyer, Jr.
Assistant Deputy Director for Plans

14-00000

RYBAT SECRET ATTACHMENT TO OBBS 3697

ATTACHMENT TO OBBT 5300

TO : Tennent H. Bagley

SUBJECT: Annual Fitness Report

1. In accordance with the fitness report procedure for EUR Division, a copy of the fitness report on the Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are prepared either by the Chief or Deputy Chief of EUR, and those written by Chief, EUR go to Deputy Chief CS for review.

2. It should be borne in mind that this fitness report has been prepared in accordance with the EUR Division policy for such reporting as established in Field Notice 41.

3. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period 1 April 70 - 31 March 71, and have attached my comments, for the record.

/s/ Tennent H. Bagley
SIGNATURE

27 April 1971
DATE

RYBAT SECRET

SECRET RYBAT ATTACHMENT TO OBBT 5300

27 April 1971

COMMENTS on Fitness Report on Tennent H. Bagley
1 April 1970 - 31 March 1971

I agree with the fitness report's own suggestion that the "problems" it noted were overstressed: its negative content outweighs the positive by nearly three to one and is emphasized by its format and sentence structure. Because its overall effect belies the "Strong" rating, I believe that it creates a misleading picture, and therefore think it necessary to comment. Moreover, the report leaves the impression of a general failing in two specific areas which I am sure it did not intend to, since these are two areas which, during the two years since the preceding fitness report, have been repeatedly praised by Division management: 1) the level of operational activity at this Station ("his capability to translate his concepts into productive human endeavor has been less impressive") and 2) the development of a NOC facility ("frustrating lack of major progress on the part of the NOC component").

The report could usefully have made more precise its implication that I have not created a satisfactory amount of productive human endeavor by my concepts and plans. When I took over this Station I inherited about 10 valid unilateral assets. We have since added at least 80 new ones, of whom about 40 remain particularly productive and promising and at least 25 more continue to be useful, sometimes necessary, informants or action types. Most if not all of these new assets were spotted and recruited in direct response to my planning and concepts. I have thus more than quintupled the Station's assets and its capability to respond to the varied directives and requests it receives. The high rate of acquisition of new assets has remained generally constant throughout the period since the preceding fitness report. Perhaps the current fitness report questions the "productivity" of these assets; this is of course debatable, but can be properly judged only in terms of our designated objectives. We were directed to establish contact with Soviets and assess them, with a view to their eventual recruitment. When I took over, this Station had access of one sort or another to perhaps four Soviet officials; we have built to the point where we now have contact and are providing assessments through unilateral assets alone on nearly 40 Soviets currently here (more, I would suspect, than any other station in the world) not to mention some 20 other Soviets covered by liaison

SECRET RYBAT

operations at least partly stimulated by us, and not counting the many who have left PCS during this period. Going beyond assessment, we have taken concrete steps toward recruitment of a number of Soviet and Bloc officials (offers, hints, pressures, etc., directed through our assets), we have recruited several employees of Soviet installations in Brussels and Antwerp, and we have made at least one significant Bloc recruitment.

The assessments provided by our numerous assets on a large proportion of the local Soviets have permitted us to find and to focus more realistically (i.e., with some degree of hope) on the few promising targets. We have so focussed, although, as the report says, in this there have been differences with Headquarters on method and emphasis. But these differences were largely a matter of semantics, and they have not impaired operational progress. I cannot think, nor have I been told at any time, of a single specific thing left undone against any target Soviet because of the Station's method and emphasis.

In addition to our steady progress in the Soviet field, we have so built up our local capabilities that we can and do respond (to what I am told is an unusual degree) to requests of other components of the CS, and in doing so we are using largely agents recruited during my tenure and according to my plans. We provide and backstop cover for FE operations in the Far East; we recruit participants for LCPIPIT organizations; we provide live addresses for other divisions' operations; we actively support, by action and propaganda, worldwide psych programs; we send agents, sometimes in response to book-cable requests, to fulfill organization missions in (for example) Biafra, Saigon, the South Sudan, Paris and Tokyo; we recruit support agents for the use of other stations in their areas; we handle agents in other areas on behalf of other stations; we use our assets to spot and introduce people useful for other stations. We do this without diminishing the rate of acquisition of new assets directed at our primary objectives. This human endeavor does not seem unproductive.

The second general area in which the fitness report leaves the impression of general inadequacy concerns our NOC activity. The NOC structure I created (and whose strengths,

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like the shortcomings referred to in the report, are due largely to my "style") has repeatedly been called an innovative ground-breaking experiment. During the past year the Division has sent COS's and officers from other stations to Brussels to study and, presumably, to emulate applicable parts of it. This structure was created since the preceding fitness report, but the present one mentions only a "lack of progress" (which is moreover not defined and is not clear even to me: What is "progress on the part of a NOC component"?) If progress or lack of it is represented by the number of cases turned over to NOC handling, then it is worth noting that this Station works on the principle, not accepted everywhere, that all cases will be handled by NOC officers unless there are overriding reasons to the contrary. So far we have turned over some 35, another 15 turnovers are imminent, and others are delayed only because turnover to NOC now would be premature and potentially damaging. Since we have had to spot and recruit every source which could be turned over to NOC handling, it might be forgiven that we have not yet provided full case loads to ten active NOC officers, most of whom arrived at about the same time a year and a half ago. We are trying hard to produce new sources, while at the same time reducing the excessive number of NOC officers. If "lack of progress" means that our experimentation with different modes of communication, command, and administration of NOC units has not yet developed a final form or doctrine, the comment is valid, but our very active experimentation continues to identify false avenues as well as to reveal promising perspectives; in this we have been encouraged by the Division. We have, also, managed to keep our NOC officers' morale quite high (more so than elsewhere, I am told by LPGLOBE people), have kept them busy and productive, and have integrated them into the Station, without loss of security, to a degree I think unmatched elsewhere. Among the ways we have done this are by grouping them together and delegating authority to a NOC unit chief (although the report says that I have failed to delegate authority properly), and by assigning them their own areas of operational responsibility and having them do the Station's operational planning in those areas. This has been productive: it has identified promising areas of possible action which have led to recruitments, and has eliminated less promising areas, thereby avoiding waste motion on the part of the Station as a whole.

The last six lines of paragraph 2A of the fitness report are unclear to me. If the "possible loss of leadership" of the NOC component refers to the impending retirement of its chief, this is manifestly not due to any failure to delegate

14-00000





to him responsibility and authority; he never in his long career had nearly as much of either as he did during my tenure here; he retired because he reached the age of 50, beset by family problems and facing a change ~~in his~~ cover job, and this in the face of repeated and recent failures to be promoted despite having spent more than 10 years in grade.

The report states 1), that physical divisions within the official Station made close teamwork difficult; 2), that I could and should have corrected them. This is erroneous on both counts. The Station, under my direction and that of fifteen years of my predecessors, had to occupy this allotted space, divided because there were two different cover organizations and not enough space in the Embassy. I am not aware that this division has significantly affected the performance of any Station officers or programs as long as I have been here. As to what space assignments would best promote teamwork (i.e., who should sit where), I have given thought to this since my first week at this Station, and am convinced (despite musings about this or that alternative) that we have had no choice better than the present arrangement. Most recently, however, I have approved our part of a general shifting of Embassy space allocations which will finally reunify the Station after its long separation.

/s/ Tennent H. Bagley

SECRET

5 May 1970

MEMORANDUM IN LIEU OF FITNESS REPORT

| | | |
|---|---|---|
| SUBJECT | : | Tennent H. Bagley, GS-16, Employee Number 056043, DOB: 11 November 1925; Chief of Station; Career; Service Designation: D. |
| PERIOD UNDER REVIEW | : | 1 April 1969 - 31 March 1970 |
| MONTHS UNDER MY SUPERVISION | : | 24 |
| OVERALL RATING | : | Outstanding |

1. For this reporting period Mr. Bagley must be rated as Outstanding for the achievements of his Station, achievements in very considerable measure due to his personal vision of how to mount a broad attack against the Soviet target. This vision is an unconventional one, not duplicated anywhere else in Europe, but it is undeniably producing results in terms of an understanding in depth of the activities of the Soviet representation in Belgium and of the character of a number of its individual members.

2. Mr. Bagley has developed a relationship with the chief of the principal liaison service in Belgium of such nature that this service is for practical purposes an arm of Brussels Station. Through this relationship, the Station is able to exercise a large measure of control over that service's requirements, selection of targets and mode of operation. Needless to say, this has been of very great help in pursuing Agency's goals in Belgium.

3. Although Mr. Bagley has not yet been completely successful in the organization of his complement of non-official cover personnel, his innovative approach has resulted in enormous progress over the past year, and I have good reason to believe that, with the implementation of certain measures which he and I recently discussed, he will be getting much more out of his NOC people than any other station chief in Europe.

4. I was also impressed on my most recent visit, during the last part of April 1970, with what seemed to be an improved

SECRET

13 MAY 1970

14-00000



communication between Mr. Bagley and his subordinates, both inside and outside of the official cover installation. Pete Bagley's intellectual capabilities tend to outstrip those of most of his colleagues, but it does seem to me that he has dealt with this problem well and has thus been able to engender loyalty and cohesion among the members of his Station.

John L. Hart
Chief
European Division

REVIEWING OFFICER'S COMMENTS: Concur -

Date: 5 May '70

Assistant Deputy Director for Plans

14-00000

SECRET

EYES ONLY

5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

SUBJECT : Recommendation for Promotion to GS-17 - Mr. Tennent H. Bagley

1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SB Division.

2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers under both official and non-official cover. Pete Bagley is one of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified.

John L. Hart
Chief
European Division

EYES ONLY

SECRET

SECRET

SECRET-[redacted]

9 May 1969

TO : BAGLEY, Tennent H. Chief of Station, Brussels

SUBJECT: Annual Fitness Report

1. Effective with this fitness report cycle, KEYWAY is initiating a procedure by which a copy of the fitness report on a Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are drafted either by the Chief or Deputy Chief of KEYWAY, and those drafted by Chief, KEYWAY go to Deputy Chief WOMACE for review.

2. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period 10 March 1968 - 31 March 1969.

Tennent H. Bagley /s/ — SIGNATURE

21 May 1969 — DATE

SECRET-[redacted]

SECRET

LIMITED OFFICIAL USE (When Completed)

Rct 6/30/75

# CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

75-8
13-3

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

I.

| | | |
|---|---|---|
| OFFICER BEING RATED: Chief of Station | POST: BRUSSELS | |
| POSITION: | GRADE: | AGENCY: |
| RATING PERIOD: May 13, 1969 - Dec. 29, 1969 | DATE OF REPORT: December 29, 1969 | |
| SIGNATURE OF REPORTING OFFICER: John S.D. Eisenhower | TITLE: Ambassador | |
| SIGNATURE OF REVIEWING OFFICER: | TITLE: | |

II.

EVALUATION OF PERFORMANCE

[X] Outstanding [ ] Satisfactory [ ] Unsatisfactory

Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? [X] Yes [ ] No (If no, explain in detail below.)

Has he seen this report? [ ] Yes [ ] No

III.

NARRATIVE COMMENTS

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.

This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.

FORM 4-65 FS-572

LIMITED OFFICIAL USE (When Completed)

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LIMITED OFFICIAL USE (When Completed)

# CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency; retains one copy.)

| | | | |
|---|---|---|---|
| I. | OFFICER BEING RATED: J. Bagley | POST: Brussels, Belgium | |
| | POSITION: Chief CAS | GRADE: -- | AGENCY: |
| | RATING PERIOD: November 15, 1967-Nov. 15, 1968 | DATE OF REPORT: February 24, 1969 | |
| | SIGNATURE OF REPORTING OFFICER: | TITLE: Ridgway B. Knight, Ambassador | |
| | SIGNATURE OF REVIEWING OFFICER: | TITLE: | |

## EVALUATION OF PERFORMANCE

II. [x] Outstanding [ ] Satisfactory [ ] Unsatisfactory

Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? [x] Yes [ ] No (If no, explain in detail below.)

Has he seen this report? [x] Yes [ ] No

## NARRATIVE COMMENTS

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

III. I cannot of course comment on the professional aspects of the Chief CAS's performance because of the highly specialized nature of his responsibilities.

However as a member of the Country Team I give him the highest marks for his cooperative spirit, courtesy and willingness to contribute to the success of our common efforts and undertakings.

Likewise I am satisfied that he maintains exceptionally close and effective relations with the appropriate Belgian officials.

Endowed with an unusually frank and attractive personality, the Chief CAS is a respected and well liked member of our official American group in Belgium, both in American and local circles, where his fluent and excellent French is much appreciated.

His wife is a refined, quiet and attractive lady of Austrian birth. Both have gone through an agonizingly long and grave health problem with a young son of theirs and deserve extraordinary credit for the courage and dignity which they constantly displayed during their ordeal.

In every respect, I consider him to be an outstanding CAS Station Chief.

FORM FS-572 4-55

LIMITED OFFICIAL USE (When Completed)

SECRET

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LIMITED OFFICIAL USE (When Completed)

# CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

| I. | | |
|---|---|---|
| OFFICER BEING RATED<br>Chief of Station | POST<br>Brussels | |
| POSITION | GRADE | AGENCY |
| RATING PERIOD<br>December 30, 1969 - November 4, 1970 | DATE OF REPORT<br>November 4, 1970 | |
| SIGNATURE OF REPORTING OFFICER<br>John S D Eisenhower | TITLE<br>Ambassador | |
| SIGNATURE OF REVIEWING OFFICER | TITLE | |

II. EVALUATION OF PERFORMANCE

[X] Outstanding [ ] Satisfactory [ ] Unsatisfactory

Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? [X] Yes [ ] No (If no, explain in detail below.)

Has he seen this report? [ ] Yes [X] No

III. NARRATIVE COMMENTS

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.

This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.

14-00000

SECRET
~~LIMITED OFFICIAL USE (When Filled In)~~

# CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

| | | | |
|---|---|---|---|
| I. | OFFICER BEING RATED<br>Chief of Station | POST<br>Brussels | |
| | POSITION | GRADE | AGENCY |
| | RATING PERIOD<br>November 4, 1970 - September 22, 1971 | DATE OF REPORT<br>September 22, 1971 | |
| | SIGNATURE OF REPORTING OFFICER<br>John S D Eisenhower | TITLE<br>Ambassador | |
| | SIGNATURE OF REVIEWING OFFICER | TITLE | |

## EVALUATION OF PERFORMANCE

II. [X] Outstanding [ ] Satisfactory [ ] Unsatisfactory

Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? [X] Yes [ ] No (If no, explain in detail below.)

Has he seen this report? [ ] Yes [X] No

## NARRATIVE COMMENTS

III. (Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

This officer is one of the few who was already here upon my arrival at this post. [From careful observation over nearly two and one half years, with contacts several times a week, I am confirmed in my opinion of his extremely high professional competence. ~~Quite naturally,~~ I avoid delving into the details of his day-to-day operations. ~~However,~~ In the area with which I am most concerned--that of his political discretion--I have absolute confidence.]

This officer is presentable, tactful, and enthusiastic. He fits in harmoniously with the other members of the mission, therefore constituting an outstanding asset thereto.

FORM 4-65 FS-572

~~LIMITED OFFICIAL USE~~ (When Completed)

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# CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

I.

| | |
|---|---|
| OFFICER BEING RATED<br>- Tennent Bagley | POST<br>Brussels, Belgium |
| POSITION<br>Chief CAS | GRADE -  AGENCY - |
| RATING PERIOD<br>(see III below) | DATE OF REPORT<br>November 15, 1967 |
| SIGNATURE OF REPORTING OFFICER<br>Ridgway B. Knight | TITLE<br>Ambassador |
| SIGNATURE OF REVIEWING OFFICER | TITLE |

II.

EVALUATION OF PERFORMANCE

☐ Outstanding  X ☐ Satisfactory  ☐ Unsatisfactory  X (see III below)

Does this officer properly understand and perform his rôle and his functions as a member of your staff under existing Presidential directives? [X] Yes ☐ No (If no, explain in detail below.)

Has he seen this report? [X] Yes ☐ No

III.

NARRATIVE COMMENTS

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

Since the Chief CAS reported to post in September of this year, sufficient time has not elapsed to make a definite evaluation of his performance. A performance evaluation covering his full period at post will be made at the time of the next annual assessment period on November 1, 1968. Having said this, I might add that his approach to his job and performance to date in addition to his obvious ability and experience have confirmed my earlier, most favorable impressions of him.

FORM 4-65 FS-572

SECRET

14-00000

28 April 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT : Tennent H. Bagley, GS-16, Employee Serial Number 056043; DOB: November 11, 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW : 10 March 1968 - 31 March 1969

MONTHS UNDER MY SUPERVISION: 12

OVERALL RATING : Strong

1. Mr. Bagley assumed his duties as Chief of Station on 13 September 1967. It is too early to assess the results of his stewardship; he established in advance a timetable for building up a structure of unilateral agent assets, and it is not yet clear to what extent these assets are going to be productive against major targets. However, there is no doubt that Bagley has tackled his job with originality, energy, and enthusiasm. A good indication of these qualities is that, alone among our European Chiefs of Station, Bagley has himself recruited at least half a dozen new agent assets in less than two years.

2. Bagley's accomplishments must be measured in light of the fact that he has had a weak Deputy Chief of Station, and that several of the officers in his small Station have been of quite modest calibre. The restaffing of the Station which is taking place this summer should result in a considerable leap forward.

3. On the personal side, Bagley has all the qualities which we could ask for in a Chief of Station. He is totally dedicated, incisive and articulate, a pleasant companion and a gracious host. I rate his overall performance as <u>Strong</u>.

John L. Hart
Chief,
European Division

13 MAY 1969

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REVIEWING OFFICER'S COMMENTS

Concur

Cord Meyer, Jr.

Cord Meyer, Jr.
Assistant Deputy Director for Plans

30 April 69

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S-E-C-R-E-T

TRAINING REPORT

Chiefs of Station Seminar No. 11 | 19 - 30 June 1967
80 hours, full time

Participant : BAGLEY, Tennent H. | Office : DDP/EUR

Year of Birth: 1925 | Service Designation: D

Grade : GS-16 | No. of Students : 12

EOD Date : July 1950

COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad. Special attention was given to counterinsurgency.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

ACHIEVEMENT RECORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

Charles B. Wheeler | 19 July 1967
Charles B. Wheeler | Date
Acting Chief,
Operations School

S-E-C-R-E-T

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 056043

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|
| BAGLEY, Tennent H | 11/11/25 | M | GS-16 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Ops Officer D Div Ch | DDP/SB | Headquarters |

9. CHECK (X) TYPE OF APPOINTMENT
- CAREER
- RESERVE
- TEMPORARY
- CAREER-PROVISIONAL (See instructions - Section C)
- SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT
- INITIAL
- REASSIGNMENT SUPERVISOR
- X ANNUAL
- REASSIGNMENT EMPLOYEE
- SPECIAL (Specify):

| 11. DATE REPORT DUE IN O.P. | 12. REPORTING PERIOD (From- to-) |
|---|---|
| 30 April 1967 | 1 April 1966 - 31 March 1967 |

## SECTION B — PERFORMANCE EVALUATION

**W - Weak** Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

**A - Adequate** Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

**P - Proficient** Performance is more than satisfactory. Desired results are being produced in a proficient manner.

**S - Strong** Performance is characterized by exceptional proficiency.

**O - Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| | RATING LETTER |
|---|---|
| SPECIFIC DUTY NO. 1 | |
| SPECIFIC DUTY NO. 2 | |
| SPECIFIC DUTY NO. 3 | |
| SPECIFIC DUTY NO. 4 | |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

9 MAY 1967

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

FORM 4-66 45 USE PREVIOUS EDITIONS

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25 April 1967

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1966 -
31 March 1967

SUBJECT: BAGLEY, Tennent H.
Deputy Chief, SB Division, DDP
DOB 11-11-25, GS-16, SD:D
Employee Serial Number - 056043

Mr. Bagley's performance over the period continued to be outstanding. This was his first full year as general deputy during which he still retained responsibility for a major, sensitive counterintelligence complex. Nevertheless, during my frequent absences, Mr. Bagley was called upon to act for me and he did so most effectively. Those aspects of his work involving decisions on expenditures of both funds and manpower show him to be sufficiently cost conscious yet this is tempered by a better than average awareness of the operational value to the Agency (or lack thereof) of such expenditures. Mr. Bagley has been selected to become COS of a large European station with excellent potential for Soviet Bloc operations. In my view, this appointment is additional testimony of the high regard in which he is held by his professional colleagues. In recognition of his outstanding work in SB Division, Mr. Bagley has been recommended for promotion to GS-17.

David E. Murphy
Chief, Soviet Bloc Division

Tennent H. Bagley

Date 2 May 1967

Reviewing Official:

Assistant Deputy Director for Plans

Date 2 May 67

SECRET

8 July 1966

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1965 - 31 March 1966

SUBJECT: BAGLEY, Tennent H.
Deputy Chief, SB Division, DDP
DOB 11-11-25, GS-16, SD:D
Employee Serial Number - 056043

From the beginning of the reporting period until 9 September 1965, Mr. Bagley continued as Chief, Counterintelligence Group, SR Division. Mr. Bagley was then appointed Deputy Chief, SR Division and has remained in that position. He has served as Acting Division Chief on several occasions including a period of two months in 1965 when I made an extensive visit to FE Division stations.

In Mr. Bagley's previous position as Chief, Counterintelligence Group, he completed the establishment of this group as an effective mechanism for providing support and direction to CS operations against the Soviet Intelligence Services. His imprint can be seen in the functional organization of the various branches of the group which now enables us to concentrate on those aspects of KGB and GRU operations which are essential to the comprehensive and aggressive program we have underway to penetrate these key Soviet targets. I have been particularly impressed by Mr. Bagley's ability to relate the goals of these operational programs to the capabilities of his subordinates. In fact, his appreciation of their strengths and weaknesses enabled him to place the very best of his officers in key positions in the CI Group where for the most part they remain today. Their performance is still characterized by the high sense of discipline and professionalism imbued in them by Mr. Bagley during his service as their chief. I have also been struck by the spirit of loyalty permeating this group even though Mr. Bagley's associates were often driven at a pace which would have severely tested the supervisor/subordinate relationship in most other units. At the same time, he afforded the senior officers of the CI Group every opportunity for the exercise of initiative and imaginative leadership at their own levels. On the

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other hand, he has little patience with the "time server" who is not prepared to exert himself either to acquire by self study the background he should have to do his job properly or if he has the background to use it effectively in his work.

Moving into the responsibilities of deputy division chief, Mr. Bagley has demonstrated to my satisfaction that he was the best possible choice for this position. He has easily mastered those substantive areas of the division's work with which he had no previous association or encountered only occasionally as Chief, CI Group. This is especially true of the reports and requirements area and of certain collection activities.

Mr. Bagley's performance in the position of deputy chief has indeed been outstanding. I would accord him particularly high marks for the energy and enthusiasm he has displayed in shaping and expanding the training and orientation programs conducted by the division as one means of conveying to CS officers outside the division some understanding of the Soviet target and our methods of operating against it. Mr. Bagley continues to be sensitive to costs whether one is speaking of funds or man-hours. He does not lightly undertake the expenditure of either. My very positive evaluation of Mr. Bagley's potential for senior leadership in the Clandestine Service has not changed. He is a magnificent intelligence officer whose keen intellect and rapidly growing appreciation of the "art of the possible" mark him as one of the best officers in our service. It is my intention to recommend him for promotion at an early opportunity.

David E. Murphy
Chief, Soviet Bloc Division

Tennent H. Bagley

Date 8 July 1966

22 JUL 1966

Reviewing Official:

W. Lloyd George
Acting Assistant Deputy Director for Plans

Date - 8 JUL 1966

SECRET

12 March 1965

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1964 - 31 March 1965

SUBJECT: BAGLEY, Tennent H. 056043
Operations Officer
Branch Chief
DDP/SR/CI
DOB 11-11-25, GS-15, SD:D

Mr. Bagley still occupies the position described in his last fitness report of 30 April 1964. The quality of his performance continues to be outstanding in all respects including cost consciousness. He has been recommended for promotion to GS-16. This recommendation should receive early consideration. There are certainly very few officers in the GS-15 level who are more deserving in terms of their executive potential and their contributions to the mission of the Clandestine Services.

David E. Murphy
Chief, SR Division

Tennent H. Bagley
11 March 1965
Date

Reviewing Official:

Thomas H. Karamessines
Assistant Deputy Director for Plans
20 March 1965
Date

26 MAR 1965

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(When Filled In)

# FITNESS REPORT

| | |
|---|---|
| EMPLOYEE SERIAL NUMBER | 056043 |

## SECTION A — GENERAL

| 1. NAME (Last) | (First) | (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|---|---|
| BAGLEY | Tennent | H. | 11-11-25 | M | GS-15 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Ops Officer - Chief | DDP/SR/CI | Hqs |

9. CHECK (X) TYPE OF APPOINTMENT: CAREER / RESERVE / TEMPORARY / CAREER-PROVISIONAL (See instructions - Section C) / SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT: INITIAL / REASSIGNMENT SUPERVISOR / X ANNUAL / REASSIGNMENT EMPLOYEE / SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.: 30 April 1964

12. REPORTING PERIOD (From- to-): 1 April 1963 - 31 March 1964

## SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Advise the Chief, SR Division on all matters pertaining to the Soviet intelligence services and their activities. | O |
| SPECIFIC DUTY NO. 2: Direct the operational program of the SR Division against the Soviet intelligence services to include the development of operational policy, goals and targets. | O |
| SPECIFIC DUTY NO. 3: Establish procedures within the SR Division Counterintelligence Group, the division as a whole and with regard to other area divisions for carrying out the operational program ~~against the Soviet intelligence services.~~ | O |
| SPECIFIC DUTY NO. 4: Supervise the personnel and activities of the Counterintelligence Group, SR Division | S |
| SPECIFIC DUTY NO. 5: Conduct personally the analysis and direction of certain sensitive counterintelligence operations. | O |
| SPECIFIC DUTY NO. 6: | |

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: O

24 APR 1964

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS. SECRET

OFFICE OF PERSONNEL

APR 21

SECRET
(When Filled In)

**SECTION C** — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Although I have known and worked closely with Mr. Bagley many times over the past ten years, this is the first time he has served directly under me. This experience has confirmed my belief that he is without question one of the most gifted counterintelligence officers in the Clandestine Services. The past several months have seen many changes in the organization of the SR Division and in its operational responsibilities. It should be noted that Mr. Bagley perhaps more than any other officer in the division contributed heavily to the broad concepts and ideas which took final form in the new organization and the operating instructions which were accepted in the Clandestine Services as a basis for an expanded effort against the overall Soviet target. At the same time he produced a number of specific plans and directives pertaining to the conduct of our operations against the Soviet intelligence services. These directives are representative of the depth of his experience in this field for they cover problems ranging from the often neglected but absolutely essential problem of collecting and recording data on Soviet intelligence officers to a highly imaginative program for increasing our level of contacts with such officers. In whatever he has undertaken in this regard, the quality of imagination is probably the most outstanding but his work would not be as effective as it is were it not for his amazing fund of knowledge concerning the Soviet intelligence services, their personnel, organization and operations, and just as important, awareness of the level and nature of the western counter intelligence effort.

**SECTION D** — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

*I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 21 Apr 64 | Tennent H. Bagley |

2. BY SUPERVISOR

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| 8 | | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 21 Apr 64 | Chief, SR Division | David E. Murphy |

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur heartily.
THK

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 22 April 64 | ADDP | Thomas H. Karamessine |

SECRET

14-00000

BAGLEY, Tennent H.

SECTION C (Continued)

This substantive background lends a quality of toughness and realism to his work as a planner and supervisor which is matched by very few others in the Clandestine Services.

As a supervisor, Mr. Bagley distinguishes himself by the ability he has to be immensely interested in the details of his subordinates' operations while at the same time leaving to them sufficient freedom of decision and action to carry out their programs without undue interference. He retains control over a large element (there are four branches and 53 employees in the group) and several first class senior subordinates by virtue of their respect for his competence and substance. More important, he infuses them with the same sense of dedication and deep enthusiasm for his work he himself possesses.

In his position Mr. Bagley also handles certain sensitive operations directly. All of the qualities of imagination, penetrating insight, energy and professional knowledge which can be seen in his work as a supervisor are present in his case work. He has also demonstrated that he is a superb agent handler with a fresh, common sense approach to tradecraft problems. I have also seen him display a constant readiness to sacrifice his own comfort, leisure and private affairs to the demands of the operational situation. He is not long discouraged in the most difficult circumstances and his natural optimism, alert mind and special kind of elan work constantly to discover new avenues of approach to whatever operational problems he faces.

I would describe his cost consciousness by noting that it is simply foreign to his nature in both a personal and professional sense to use funds thoughtlessly. He has demonstrated that he considers the expenditure of operational funds must be related to a commensurate gain in terms of our operational objectives.

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 056043

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|
| BAGLEY, Tennent H. | 11 Nov 1925 | M | GS-15 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Ops Officer - Branch Chief | DDP/SR/CI Branch | Hqs |

| 9. CHECK (X) TYPE OF APPOINTMENT | | | 10. CHECK (X) TYPE OF REPORT | |
|---|---|---|---|---|
| CAREER | RESERVE | TEMPORARY | INITIAL | REASSIGNMENT SUPERVISOR |
| CAREER-PROVISIONAL (See instructions - Section C) | | | X ANNUAL | REASSIGNMENT EMPLOYEE |
| SPECIAL (Specify): | | | SPECIAL (Specify): | |

| 11. DATE REPORT DUE IN O.P. | 12. REPORTING PERIOD (From- to-) |
|---|---|
| 30 April 1963 | 31 October 1962 - 31 March 1963 |

## SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| SPECIFIC DUTY | RATING LETTER |
|---|---|
| SPECIFIC DUTY NO. 1: Supervises SR Division CE activities including both research and operations. | P |
| SPECIFIC DUTY NO. 2: Organizes and manages Branch consisting of 58 people. | P |
| SPECIFIC DUTY NO. 3: Recommends Division policy on CE matters. | S |
| SPECIFIC DUTY NO. 4: Represents SR Division to other elements of the Agency on CE matters. | S |
| SPECIFIC DUTY NO. 5: Briefs foreign intelligence service officers on CE and RIS matters. | O |
| SPECIFIC DUTY NO. 6: | |

### OVERALL PERFORMANCE IN CURRENT POSITION

| | RATING LETTER |
|---|---|
| Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. | S- |

10 APR 1963

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET
(When Filled In)

**SECTION C** NARRATIVE COMMENTS APR 1?

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Bagley is an exceptionally skilled officer in the CE field. His knowledge of the Soviet intelligence services is almost unique in the Agency. After accomplishing the assigned task of reorganizing his Branch into a streamlined and operationally active unit, Mr. Bagley is now in the process of actively directing the planning and implementation of an aggressive effort on a world-wide basis against the Soviet intelligence services. Although in his present position only four months he has shown considerable imagination and initiative. He carries out his managerial duties in a proficient manner. He does however tend to avoid necessary but perhaps unpromising tasks. Inclined to be intolerant of those who do not meet the high standards he sets for himself, Mr. Bagley can be uncompromising in professional matters to the detriment of his relationships with others.

**SECTION D** CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 10 APR 1963 | Tennent H. Bagley |

2. BY SUPERVISOR

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| 4 Months | | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 10 APR 1963 | Chief, Operations and Plans SR Division | Edward D. Goloway |

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This employee is a dedicated and hard-driving operational specialist whose performance in the field on his last tour is well known and respected in the highest Clandestine Services levels. His services were sought after by this Division as Chief of its CI Branch. He was instructed to reorganize and redirect the Division's CI effort and to reorganize the Branch into an aggressive operational unit. He has tackled this with his characteristic aggressiveness and competence and has done extremely well in this undertaking. He has perhaps not paid as much attention to "channels and chains of command" as he should but I believe he understands the importance of a little more tolerance along these

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 10 April 1963 | Chief, SR Division | Howard J. Osborn |

SECRET

FR - Tennent H. Bagley
SECTION D - 3 (cont)

lines and will align himself accordingly as his branch shakes down and he becomes a little more experienced in headquarters operation at the branch chief level.

With specific reference to the performance ratings, I would rate this employee as "S" on Specific Duty #1, "S" on Specific Duty #2, and "S" on Specific Duty #5. I would assign this employee an overall rating of "S".

14-00000

28 August 1962

**MEMORANDUM**

**TO:** Chief, EE

**ATTN:** David E. Murphy

**FROM:** Chief of Station, Bern

**SUBJECT:** Memorandum in Lieu of Final Fitness Report on

Tennent Bagley

1. will be leaving Bern Station permanently, with reassignment to Headquarters on 5 September 1962. During his four and a half years here his performance has been highly professional and consistently outstanding. His absence will be keenly felt by the Station.

2. Endowed with a high degree of intelligence, judgment, imagination and operational skill, and with fluent French, German and useful Russian, he has worked in every aspect of Station endeavor, ranging from the proper organization of Station records and the planning of operations to the assessing and successful recruiting and running of agents.

3. In his primary responsibility as Station CE and Sovsat referent, has made unique contributions to KUBARK's approach to and knowledge of the field of Soviet and Polish CE, including the detection and monitoring of RIS illegal networks, and he has played a significant role in almost every major operation conducted by the Station over the last four years. His work has been repeatedly commended by Headquarters.

4. Though 's natural bent is in the field of CE, in which he excels, he has acquitted himself equally well in other areas of Station activity. He is particularly adroit at the analysis, planning and management of operations and, from time to time, has supervised all Station operational activity with superior executive ability. His contribution to the development of Station liaison, through inquiries, follow-ups and special studies prepared to stimulate the local service to action in KUBARK's behalf, has been indispensable and unquestionably an important factor in the growth of Swiss-KUBARK liaison.

14-00000

RYBAT/SECRET



Bagley

5. Ideally suited to the particular requirements and operational climate of Switzerland, is highly regarded and respected by his KUBARK and ODACID associates, and we all have learnt much from him professionally. Exceptionally mature and knowledgeable, he is a natural for a command position. The most outstanding all-around officer in the Station, has been producing consistently at a level above his present grade. He has been recommended for promotion repeatedly, the last time on 6 October 1961. It is hoped that in his new assignment he will soon be granted this concrete recognition of his superb performance and high potential.

/s/ Burton Lifschultz

RYBAT/SECRET

14-00000

7-25-61
658r-2752

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER

DOCO... CSPD

## SECTION A GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE |
|---|---|---|---|
| BAGLEY, Tennent H. | 11 Nov 1925 | M | GS-14 |

| 5. SERVICE DESIGNATION | 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT |
|---|---|---|
| D | Operations Officer | DDP/EE/Bern, Switz. |

| 8. CAREER STAFF STATUS | | | 9. TYPE OF REPORT | |
|---|---|---|---|---|
| NOT ELIGIBLE | MEMBER | DEFERRED | INITIAL | REASSIGNMENT/SUPERVISOR |
| PENDING | DECLINED | DENIED | ANNUAL | REASSIGNMENT/EMPLOYEE |

| 10. DATE REPORT DUE IN O.P. | 11. REPORTING PERIOD From To | SPECIAL (Specify) |
|---|---|---|
| | 2 Dec 60 - 13 Sept 61 | |

## SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| 1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding |
|---|---|---|---|---|---|---|

| SPECIFIC DUTY | RATING NO. | SPECIFIC DUTY | RATING NO. |
|---|---|---|---|
| NO. 1: Plans, supervises and carries out certain positive and CE ops: SovSat referent for Station | 6 | NO. 4: Organizes files, collates and analyses information | 7 |
| NO. 2: Spots, recruits and handles agents | 6 | NO. 5: In the absence of DCOS, supervises Station operational activity | 6 |
| NO. 3: Researches and supports liaison activity | 7 | NO. 6: | |

## SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO. 6

## SECTION D DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee.

| 1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree |
|---|---|---|---|---|

| CHARACTERISTICS | NOT APPLICABLE | NOT OBSERVED | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| GETS THINGS DONE | | | | | | X | |
| RESOURCEFUL | | | | | | | X |
| ACCEPTS RESPONSIBILITIES | | | | | | X | |
| CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | | | | | | | X |
| DOES HIS JOB WITHOUT STRONG SUPPORT | | | | | | | X |
| FACILITATES SMOOTH OPERATION OF HIS OFFICE | | | | | | X | |
| WRITES EFFECTIVELY | | | | | | | X |
| SECURITY CONSCIOUS | | | | | | | X |
| THINKS CLEARLY | | | | | | | X |
| DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS | | | | | | | X |
| OTHER (Specify): | | | | | | | |

SEE SECTION "E" ON REVERSE SIDE

FORM 8-58 45 OBSOLETE PREVIOUS EDITIONS.

SECRET /42

(4)

14-00000

SECRET
(When Filled In)

2 MAR 1961

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE |
|---|---|---|---|
| BAGLEY, Tennent | Nov. 11, 1925 | M | GS-14 |

| 5. SERVICE DESIGNATION | 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT |
|---|---|---|
| FI | Ops Officer | DDP/EE/BERN |

8. CAREER STAFF STATUS

| | | | | | |
|---|---|---|---|---|---|
| NOT ELIGIBLE | X | MEMBER | | DEFERRED | |
| PENDING | | DECLINED | | DENIED | |

9. TYPE OF REPORT

| | | | |
|---|---|---|---|
| | INITIAL | | REASSIGNMENT/SUPERVISOR |
| | ANNUAL | | REASSIGNMENT/EMPLOYEE |

| 10. DATE REPORT DUE IN O.P. | 11. REPORTING PERIOD From To | SPECIAL (Specify) |
|---|---|---|
| 1 June 1960 | 4/11/59 - 12/1/60 | |

## SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| 1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding |
|---|---|---|---|---|---|---|

| SPECIFIC DUTY | RATING NO. | SPECIFIC DUTY | RATING NO. |
|---|---|---|---|
| NO. 1 Plans and supervises certain positive and CE ops; Sovsat referent for Sta. | 6 | NO. 4 Researches and supports liaison (Bern and Paris) | 7 |
| NO. 2 Spots, recruits and handles agents. | 6 | NO. 5 Organizes files, collates and analyses info. | 7 |
| NO. 3 Plans, directs and carries out operations (not necessarily connected with agent handling) | 6 | NO. 6 Cultivates and develops own contacts for KUBARK purposes | 5 |

## SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO.: 6

## SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

| 1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree |
|---|---|---|---|---|

| CHARACTERISTICS | NOT APPLICABLE | NOT OBSERVED | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| GETS THINGS DONE | | | | | | X | |
| RESOURCEFUL | | | | | | | X |
| ACCEPTS RESPONSIBILITIES | | | | | | X | |
| CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | | | | | | | X |
| DOES HIS JOB WITHOUT STRONG SUPPORT | | | | | | | X |
| FACILITATES SMOOTH OPERATION OF HIS OFFICE | | | | | | X | |
| WRITES EFFECTIVELY | | | | | | | X |
| SECURITY CONSCIOUS | | | | | | | X |
| THINKS CLEARLY | | | | | | | X |
| DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS | | | | | | | X |
| OTHER (Specify): | | | | | | | |

SEE SECTION "E" ON REVERSE SIDE

SECRET
(When Filled In)

**SECTION E** NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

MAR 7 3 19 PM '61

Subject is a thoroughly professional intelligence officer endowed with a high degree of intelligence and ability to concentrate. He is imaginative and skilled. A rapid, accurate and purposeful worker, he is a good writer and an articulate speaker. Though his natural bent is in the CE field, in which he excels, he has also demonstrated ability and accomplishments in other areas of Station activity. He is particularly adroit at the analysis, planning and management of his operations. His contribution to the Station liaison take (through inquiries, follow-up and special studies he has prepared to stimulate liaison to action in KUBARK's behalf) has been outstanding and has been a vital factor in stepping up the pace of Swiss-KUBARK liaison. Subject tends at times to avoid necessary but unpromising Station chores and at times is intolerant of those who do not meet the very high standards he sets for himself. These are minor flaws in an otherwise superior officer with outstanding potential.

**SECTION F** CERTIFICATION AND COMMENTS

**1. BY EMPLOYEE**

*I certify that I have seen Sections A, B, C, D and E of this Report.*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 9 December 1960 | /s/ Tennent BAGLEY |

**2. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION |
|---|---|
| | |

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

| | | | |
|---|---|---|---|
| | EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS | | REPORT MADE WITHIN LAST 90 DAYS |
| | OTHER (Specify): | | |

| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 9 December 1960 | | /s/ Philo DIBBLE |

**3. BY REVIEWING OFFICIAL**

| | |
|---|---|
| X | I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION. |
| | I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION. |
| | I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION. |
| | I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE. |

COMMENTS OF REVIEWING OFFICIAL

I concur completely in the supervisor's estimate and would state that Subject is the most outstanding all around officer in the Station. Further, he is ideally suited to the peculiar requirements and operational situation of Switzerland. In my opinion he has been performing consistently at a level above his present grade and all members of the Station, including myself, have learned much from him professionally.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 9 December 1960 | | /s/ Burton R. LIFSCHULTZ |

SECRET

14-00000

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 034790

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE |
|---|---|---|---|
| BAGLEY TENNENT H. | 11 Nov. 1925 | M | GS-14 |

| 5. SERVICE DESIGNATION | 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT |
|---|---|---|
| FI | Area Ops Officer | DD/P - EE - Bern |

| 8. CAREER STAFF STATUS | | | | | | 9. TYPE OF REPORT | | | |
|---|---|---|---|---|---|---|---|---|---|
| | NOT ELIGIBLE | X | MEMBER | | DEFERRED | X | INITIAL | | REASSIGNMENT/SUPERVISOR |
| | PENDING | | DECLINED | | DENIED | | ANNUAL | | REASSIGNMENT/EMPLOYEE |

| 10. DATE REPORT DUE IN O.P. | 11. REPORTING PERIOD | SPECIAL (Specify) |
|---|---|---|
| 31 May 1959 | From 3/10/58 To 3/31/59 | |

## SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding

| SPECIFIC DUTY | RATING NO. | SPECIFIC DUTY | RATING NO. |
|---|---|---|---|
| NO. 1: Target Research (Soviet, Polish) | 6 | NO. 4: | |
| NO. 2: Case Officer (Soviet, Polish) | 6 | NO. 5: | |
| NO. 3: | | NO. 6: | |

## SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO.: 5

## SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree

| CHARACTERISTICS | NOT APPLICABLE | NOT OBSERVED | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| GETS THINGS DONE | | | | | | X | |
| RESOURCEFUL | | | | | | | X |
| ACCEPTS RESPONSIBILITIES | | | | | X | | |
| CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | | | | | | | X |
| DOES HIS JOB WITHOUT STRONG SUPPORT | | | | | | X | |
| FACILITATES SMOOTH OPERATION OF HIS OFFICE | | | | | | X | |
| WRITES EFFECTIVELY | | | | | | X | |
| SECURITY CONSCIOUS | | | | | | | X |
| THINKS CLEARLY | | | | | | X | |
| DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS | | | | | | X | |
| OTHER (Specify): | | | | | | | |

SEE SECTION "E" ON REVERSE SIDE

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SECRET
(When Filled In)

**SECTION E** — **NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

SEP 10 11 42 AM '59

1. Subject is an exceptionally strong Case Officer in terms of initiative, imagination and skill. His greatest assets are a thorough understanding of intelligence techniques, native intelligence and the ability to apply both to operational situations. He is a rapid, accurate and purposeful worker with unusual powers of concentration, a good writer and articulate speaker. Although reasonably versatile, he has become a specialist in the CE field, for which he seems particularly well suited by natural talent and personality. Most of his work in his current position has required analysis, coordination and "desk" management of operations rather than actual agent handling and his performance in dealing with some fairly complex operational situations has been superior in every respect. He has used his [redacted] cover intelligently.
State Dept

2. By virtue of his intellectual capacity and intense interest in his work, Subject's potential for further development must be rated high. However, he should attempt to bring more flexibility and understanding into his relations with others. His views tend to be very positive and sometimes are argued with more vigor than tact. These are minor weaknesses in an otherwise exceptionally promising officer.

**SECTION F** — **CERTIFICATION AND COMMENTS**

**1. BY EMPLOYEE**

*I certify that I have seen Sections A, B, C, D and E of this Report.*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 30 April 1959 | /s/ TENNENT H. BAGLEY |

**2. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION |
|---|---|
| 12 months | |

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

- [ ] EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS
- [ ] REPORT MADE WITHIN LAST 90 DAYS
- [ ] OTHER (Specify):

| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 21 April | Operations Officer | /s/ JOHN GOSSER |

**3. BY REVIEWING OFFICIAL**

- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- [ ] I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 30 April 1959 | Chief of Station, Bern | /s/ BURTON R. LIFSCHULTZ |

SECRET

SECRET
(When Filled In)

# FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:
1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

## INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

## SECTION I

| LEAVE BLANK - FOR HEADQUARTERS USE ONLY | 1. DATE OF BIRTH | 2. SEX | 3. SERVICE DESIGNATION |
|---|---|---|---|
| Kenneth Bagley | 11 Nov 1925 | M | Kufire |

| 4. GRADE | 5. STATION DESIGNATION (Current) |
|---|---|
| GS-12 | Vienna, Austria |

| 6. DUE DATE OF THIS REPORT | 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) |
|---|---|
| 30 November 1954 | 1 July through 15 November 1954 |

## SECTION II (To be completed by field supervisor)

| 1. CURRENT POSITION | 2. DATE ASSUMED RESPONSIBILITY FOR POSITION |
|---|---|
| Kufire Case Officer/Soviet Branch | 14 June 1951 |

3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

Case officer in the Soviet Branch. Responsible for the developmental activity, general guidance and directing, reporting and administering, and the file research of Kufire projects directed against the Soviet targets in Austria. Plans especially CE operational activity against the RIS. Maintains liaison with CIC. Referent for CE matters.

## SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

| 1. NAME OF RATER (True) | 2. NAME OF REVIEWING OFFICIAL IN FIELD (True) |
|---|---|
| William Hood | Bronson Tweedy |

3. THIS REPORT ☐ WAS ☒ WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.

| 4. DATE REPORT AUTHENTICATED AT HQS | 5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES |
|---|---|
| DEC 28 1954 | Gilbert Elliot |

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

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(When Filled In)

## SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

| STATEMENTS | NOT OB-SERVED | DOES NOT APPLY | APPLIES TO A LIMITED DEGREE | | | APPLIES TO A REASONABLE DEGREE | | | APPLIES TO AN ABOVE AVERAGE DEGREE | | | APPLIES TO AN OUTSTANDING DEGREE | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| SAMPLES: A. ABLE TO SEE ANOTHER'S POINT OF VIEW. | | | X | | | | | | | | | | | |
| B. PRACTICAL. | | | | | | | | | | X | | | | |
| 1. A GOOD REPORTER OF EVENTS. | | | | | | | | | | | | X | | |
| 2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES. | | | | | | | | | | | X | | | |
| 3. CAUTIOUS IN ACTION. | | | | | | | | | | X | | | | |
| 4. HAS INITIATIVE. | | | | | | | | | | | | X | | |
| 5. UNEMOTIONAL. | | | | | | | | X | | | | | | |
| 6. ANALYTIC IN HIS THINKING. | | | | | | | | | | | | | X | |
| 7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS. | | | | | | | | | | | | | X | |
| 8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. | | | | | | | X | | | | | | | |
| 9. HAS SENSE OF HUMOR. | | | | | | | | | X | | | | | |
| 10. KNOWS WHEN TO SEEK ASSISTANCE. | | | | | | | | | | X | | | | |
| 11. CALM. | | | | | | | | | | X | | | | |
| 12. CAN GET ALONG WITH PEOPLE. | | | | | | | | | X | | | | | |
| 13. MEMORY FOR FACTS. | | | | | | | | | | | | X | | |
| 14. GETS THINGS DONE. | | | | | | | | | | | | X | | |
| 15. KEEPS ORIENTED TOWARD LONG TERM GOALS. | | | | | | | | | | | X | | | |
| 16. CAN COPE WITH EMERGENCIES. | | | | | | | | | | | X | | | |
| 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. | | | | | | | | | | | | | X | |
| 18. HAS STAMINA; CAN KEEP GOING A LONG TIME. | | | | | | | | | | X | | | | |
| 19. HAS WIDE RANGE OF INFORMATION. | | | | | | | | | | | | X | | |
| 20. SHOWS ORIGINALITY. | | | | | | | | | | | | X | | |
| 21. ACCEPTS RESPONSIBILITIES. | | | | | | | | X | | | | | | |
| 22. ADMITS HIS ERRORS. | | | | | | | | X | | | | | | |
| 23. RESPONDS WELL TO SUPERVISION. | | | | | | | | | | X | | | | |
| 24. EVEN DISPOSITION. | | | | | | | | X | | | | | | |
| 25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT. | | | | | | | | | | X | | | | |

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(When Filled In)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 26. CAN THINK ON HIS FEET. | | | | | | | | | | | X | | | |
| 27. COMES UP WITH SOLUTIONS TO PROBLEMS. | | | | | | | | | | | | X | | |
| 28. STIMULATING TO ASSOCIATES; A "SPARK PLUG". | | | | | | | | | | | X | | | |
| 29. TOUGH MINDED. | | | | | | | | | | | X | | | |
| 30. OBSERVANT. | | | | | | | | | | | X | | | |
| 31. CAPABLE. | | | | | | | | | | | | X | | |
| 32. CLEAR THINKING. | | | | | | | | | | | | X | | |
| 33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. | | | | | | | | | | | X | | | |
| 34. EVALUATES SELF REALISTICALLY. | | | | | | | | | | X | | | | |
| 35. WELL INFORMED ABOUT CURRENT EVENTS. | | | | | | | | | | | X | | | |
| 36. DELIBERATE. | | | | | | | | | | X | | | | |
| 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. | | | | | | | | | | | X | | | |
| 38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS. | X | | | | | | | | | | | | | |
| 39. THOUGHTFUL OF OTHERS. | | | | | | | | X | | | | | | |
| 40. WORKS WELL UNDER PRESSURE. | | | | | | | | | | X | | | | |
| 41. DISPLAYS JUDGEMENT. | | | | | | | | | | | X | | | |
| 42. GIVES CREDIT WHERE CREDIT IS DUE. | X | | | | | | | | | | | | | |
| 43. HAS DRIVE. | | | | | | | | | | | | X | | |
| 44. IS SECURITY CONSCIOUS. | | | | | | | | | X | | | | | |
| 45. VERSATILE. | | | | | | | | | | | X | | | |
| 46. HIS CRITICISM IS CONSTRUCTIVE. | | | | | | | | | | | X | | | |
| 47. ABLE TO INFLUENCE OTHERS. | | | | | | | | | | | X | | | |
| 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. | | | | | | | | | | | X | | | |
| 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. | | | | | | | | | | | X | | | |
| 50. A GOOD SUPERVISOR. | | | | | | | | | X | | | | | |

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS? Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social poise, experience, agressiveness. Writes extremely well, effectively presenting complicated material. Deeply interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations--relationships with other agencies, etc--to much greater degree than others his grade and experience.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES? Subj accepts responsibility, but sometimes fails to carry on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments effected by personal relations. Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

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(When Filled In)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:
Mental ability, motivation, enthusiasm, experience, far outweigh all other considerations which would not have been remarked in an officer of less outstanding ability.

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [ ] NO [ ] YES. IF YES, WHY?
Only that in the sense that an outstanding employee should be exposed to good supervision at all times to see that his career develops as fully as can be expected.

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?
Any advanced operations training which he may not have had.

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):
Subject is an outstanding young officer.

## SECTION VI

*Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D*

**A. DIRECTIONS:** *Consider only the skill with which the person has performed the duties of his job and rate him accordingly.*

[ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
[ ] 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
[ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
[ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
[X] 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
[ ] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? [X] NO [ ] YES. IF YES, WHAT?

**C. DIRECTIONS:** *Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.*

[ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY ..WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
[ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION...IRKED BY RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
[ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOTHERED BY MINOR FRUSTRATIONS..WILL QUIT IF THESE CONTINUE.
[ ] 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT...HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
[ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION..THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
[X] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
[ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

**B. DIRECTIONS:** *Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.*

[ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
[ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
[ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
[ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
[ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
[X] 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

**D. DIRECTIONS:** *Consider everything you know about this person in making your rating. skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.*

[ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
[ ] 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
[ ] 3. A BARELY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
[ ] 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
[ ] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
[ ] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
[X] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

14-00000

SECRET
(When Filled In)

# FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A. GENERAL

| | | | |
|---|---|---|---|
| 1. NAME (Last) (First) (Middle) BAGLEY Tennet Harrington | 2. DATE OF BIRTH 11 November 1925 | 3. SEX M | 4. SERVICE DESIGNATION DI |
| 5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/EE/Poland | 6. OFFICIAL POSITION TITLE I.O. (FI) | | |
| 7. GRADE GS-13 | 8. DATE REPORT DUE IN OP 24 July 1957 | 9. PERIOD COVERED BY THIS REPORT (Inclusive dates) July 1956 - July 1957 | |

10. TYPE OF REPORT (Check one)

| | | | |
|---|---|---|---|
| | INITIAL | | REASSIGNMENT-SUPERVISOR |
| X | ANNUAL | | REASSIGNMENT-EMPLOYEE |
| | SPECIAL (Specify) | | |

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

| | | | |
|---|---|---|---|
| X | THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL. | | IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT. |
| | THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS. | | I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify): |
| | I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS. | | |

| | | |
|---|---|---|
| B. THIS DATE 16 Jul 57 | C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Peter K. Heimann | D. SUPERVISOR'S OFFICIAL TITLE Chief, EE/P |

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

| | BY | DATE |
|---|---|---|
| Posted Pos. Control | [illegible] | 5 Aug 1957 |
| [illegible] | [illegible] | 7/16/57 |

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

| | | |
|---|---|---|
| A. THIS DATE 17 Jul 57 | B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL Howard E. Roman | C. OFFICIAL TITLE OF REVIEWING OFFICIAL ACOP/EE |

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: 6

1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

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(When Filled In)

C. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

OFFICE OF PERSONNEL

AUG 2 12 21 PM '57

MAIL ROOM

DIRECTIONS

a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

| | | |
|---|---|---|
| ORAL BRIEFING | HAS AND USES AREA KNOWLEDGE | CONDUCTS INTERROGATIONS |
| GIVING LECTURES | DEVELOPS NEW PROGRAMS | PREPARES SUMMARIES |
| CONDUCTING SEMINARS | ANALYZES INDUSTRIAL REPORTS | TRANSLATES GERMAN |
| WRITING TECHNICAL REPORTS | MANAGES FILES | DEBRIEFING SOURCES |
| CONDUCTING EXTERNAL LIAISON | OPERATES RADIO | KEEPS BOOKS |
| TYPING | COORDINATES WITH OTHER OFFICES | DRIVES TRUCK |
| TAKING DICTATION | WRITES REGULATIONS | MAINTAINS AIR CONDITIONING |
| SUPERVISING | PREPARES CORRESPONDENCE | EVALUATES SIGNIFICANCE OF DATA |

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER

1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY.
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

| SPECIFIC DUTY | RATING NUMBER | SPECIFIC DUTY | RATING NUMBER |
|---|---|---|---|
| SPECIFIC DUTY NO. 1: Supervises conduct of Branch operations. | 6 | SPECIFIC DUTY NO. 4: Acts as deputy to Branch Chief. | 5 |
| SPECIFIC DUTY NO. 2: Provides over-all operational guidance to field stations. | 5 | SPECIFIC DUTY NO. 5: | |
| SPECIFIC DUTY NO. 3: Performs function of senior Branch CE officer. | 7 | SPECIFIC DUTY NO. 6: | |

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS. Stress strengths and weaknesses, particularly those which affect development on present job.

The high ratings given Mr. Bagley are given in full consciousness of their uniqueness in this Division. Mr. Bagley's all-around competence, his professional integrity, devotion to duty, his thorough grasp of clandestine operations and particularly his comprehension of CE matters and Soviet and Satellite intelligence services are of the highest order and, in my opinion, therefore deserve this type of recognition.

Mr. Bagley can be impatient with the less gifted, intolerant of bureaucratic necessities, or uncompromising in professional matters. These traits are listed here not to detract from his professional competence or personal qualities, but to indicate that his supervisory talents are not yet fully developed. Mr. Bagley speaks fluent French and German.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual....productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 7

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? [ ] YES [X] NO. IF YES, EXPLAIN FULLY:

SECRET

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SECRET
(When Filled In)

# FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. SERVICE DESIGNATION |
|---|---|---|---|
| BAGLEY Tennent Harrington | 11 November 1925 | M | DI |

| 5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT | 6. OFFICIAL POSITION TITLE |
|---|---|
| DDP/EE/Poland | I.O. (FI) |

| 7. GRADE | 8. DATE REPORT DUE IN OP | 9. PERIOD COVERED BY THIS REPORT (Inclusive dates) |
|---|---|---|
| GS-13 | 24 July 1957 | July 1956 - July 1957 |

10. TYPE OF REPORT (Check one): [ ] INITIAL [X] ANNUAL [ ] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR | C. SUPERVISOR'S OFFICIAL TITLE |
|---|---|---|
| 16 Jul 57 | Peter K. Heimann | Chief, EE/P |

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL | C. OFFICIAL TITLE OF REVIEWING OFFICIAL |
|---|---|---|
| 17 Jul 57 | Howard E. Roman | ACOP/EE |

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: 6

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

| ACTUAL | POTENTIAL | DESCRIPTIVE SITUATION |
|---|---|---|
| 3 | | A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor) |
| 3 | | A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors) |
| | 2 | A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level) |
| | 0 | WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT |
| 3 | | WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION |
| 3 | | WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX |
| | | OTHER (Specify) |

SECRET

(When Filled In)

OFFICE OF PERSONNEL

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION AUG 2 12 31 PM '57

Ten

4. COMMENTS CONCERNING POTENTIAL AUG 2 12 31 PM '57

Mr. Bagley's potential as a Clandestine Services operations officer is limited only by his relative youth and symptoms such as occasional impatience and doggedness. His intellectual gifts and professional competence are beyond question and qualify him for any operational job within DD/P in due course.

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Mr. Bagley would probably profit from a <u>short</u> exposure to high-level staff work by increasing his knowledge of the U.S. intelligence community.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

None.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

| CATEGORY | STATEMENT | CATEGORY | STATEMENT | CATEGORY | STATEMENT |
|---|---|---|---|---|---|
| 3 | 1. ABLE TO SEE ANOTHER'S POINT OF VIEW | 5 | 11. HAS HIGH STANDARDS OF ACCOMPLISHMENT | 4 | 21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES |
| 5 | 2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | 4 | 12. SHOWS ORIGINALITY | 4 | 22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS |
| 5 | 3. HAS INITIATIVE | 4 | 13. ACCEPTS RESPONSIBILITIES | 3 | 23. IS THOUGHTFUL OF OTHERS |
| 5 | 4. IS ANALYTIC IN HIS THINKING | 4 | 14. ADMITS HIS ERRORS | 5 | 24. WORKS WELL UNDER PRESSURE |
| 5 | 5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS | 4 | 15. RESPONDS WELL TO SUPERVISION | 4 | 25. DISPLAYS JUDGMENT |
| 4 | 6. KNOWS WHEN TO SEEK ASSISTANCE | 5 | 16. DOES HIS JOB WITHOUT STRONG SUPPORT | 5 | 26. IS SECURITY CONSCIOUS |
| 3 | 7. CAN GET ALONG WITH PEOPLE | 5 | 17. COMES UP WITH SOLUTIONS TO PROBLEMS | 5 | 27. IS VERSATILE |
| 5 | 8. HAS MEMORY FOR FACTS | 5 | 18. IS OBSERVANT | 4 | 28. HIS CRITICISM IS CONSTRUCTIVE |
| 5 | 9. GETS THINGS DONE | 5 | 19. THINKS CLEARLY | 5 | 29. FACILITATES SMOOTH OPERATION OF HIS OFFICE |
| 5 | 10. CAN COPE WITH EMERGENCIES | 4 | 20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS | 5 | 30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION |

SECRET

SECRET
(When Filled In)

# FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section A below.

SECTION A. GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. SERVICE DESIGNATION |
|---|---|---|---|
| BAGLEY Tennent H. | 11 Nov 1923 | M | DI |

| 5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT | 6. OFFICIAL POSITION TITLE |
|---|---|
| DDP/EE/P | I.O.(CI) |

| 7. GRADE | 8. DATE REPORT DUE IN OP | 9. PERIOD COVERED BY THIS REPORT (Inclusive dates) |
|---|---|---|
| GS-12 | 24 July 1956 | October 1955 - 24 July 1956 |

10. TYPE OF REPORT (Check one): INITIAL / ANNUAL / REASSIGNMENT-SUPERVISOR / REASSIGNMENT-EMPLOYEE / SPECIAL (Specify)

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

| | | | |
|---|---|---|---|
| X | THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL. | | IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER HAS BEEN SENT TO HIM & A COPY ATTACHED TO THIS REPORT. |
| | THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS. | | I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify): |
| X | I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS. | | |

| B. THIS DATE | C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR | D. SUPERVISOR'S OFFICIAL TITLE |
|---|---|---|
| 6 Aug 56 | Howard E. Roman *Howard E. Roman* | Chief, EE/P |

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

| | BY | DATE |
|---|---|---|
| Posted Pos. Control | *[illegible]* | *[illegible]* |
| Reviewed by FUD | *[illegible]* | |

[ ] SEE ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL | C. OFFICIAL TITLE OF REVIEWING OFFICIAL |
|---|---|---|
| 29 Aug 56 | William Hood *W. Hood* | EE/COP |

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: 6

1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

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SECRET
(When Filled In)

I. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

| | | |
|---|---|---|
| ORAL BRIEFING | HAS AND USES AREA KNOWLEDGE | CONDUCTS INTERROGATIONS |
| GIVING LECTURES | DEVELOPS NEW PROGRAMS | PREPARES SUMMARIES |
| CONDUCTING SEMINARS | ANALYZES INDUSTRIAL REPORTS | TRANSLATES GERMAN |
| WRITING TECHNICAL REPORTS | MANAGES FILES | DEBRIEFING SOURCES |
| CONDUCTING EXTERNAL LIAISON | OPERATES RADIO | KEEPS BOOKS |
| TYPING | COORDINATES WITH OTHER OFFICES | DRIVES TRUCK |
| TAKING DICTATION | WRITES REGULATIONS | MAINTAINS AIR CONDITIONING |
| SUPERVISING | PREPARES CORRESPONDENCE | EVALUATES SIGNIFICANCE OF DATA |

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

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DESCRIPTIVE RATING NUMBER

1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

| SPECIFIC DUTY | RATING NUMBER | SPECIFIC DUTY | RATING NUMBER |
|---|---|---|---|
| SPECIFIC DUTY NO. 1: Chief of CE Section, Supervisor | 5 | SPECIFIC DUTY NO. 4 | |
| SPECIFIC DUTY NO. 2: Conducts CE operations and analysis | 6 | SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 3: Prepares historical CE Study | 6 | SPECIFIC DUTY NO. 6 | |

II. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Outstanding intelligence, insight and personal stability combined with devotion to the job make subject an exceptional officer who would probably perform with distinction in almost any area of the Agency. However, the specific professional knowledge which he acquired as a field case officer in Eastern European operations equips him most appropriately for his present specialization with EE/P.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual....productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 6

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? ☐ YES ☒ NO. IF YES, EXPLAIN FULLY:

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# FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. SERVICE DESIGNATION |
|---|---|---|---|
| BAGLEY Tennent H. | 11 Nov 1923 | M | DI |

| 5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT | 6. OFFICIAL POSITION TITLE |
|---|---|
| DDP/EE/P | I.O. (CI) |

| 7. GRADE | 8. DATE REPORT DUE IN OP | 9. PERIOD COVERED BY THIS REPORT (Inclusive dates) |
|---|---|---|
| GS-12 | 24 July 1956 | October 1955 - 24 July 1956 |

10. TYPE OF REPORT (Check one): [ ] INITIAL; [X] ANNUAL; [ ] REASSIGNMENT-SUPERVISOR; [ ] REASSIGNMENT-EMPLOYEE; SPECIAL (Specify)

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR | C. SUPERVISOR'S OFFICIAL TITLE |
|---|---|---|
| 6 Aug 1956 | Howard E. Roman [signature] | Chief, EE/P |

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL | C. OFFICIAL TITLE OF REVIEWING OFFICIAL |
|---|---|---|
| 29 Aug 56 | William Hood W Hood | EE/COP |

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: 5

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [ ] Yes [ ] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

| ACTUAL | POTENTIAL | DESCRIPTIVE SITUATION |
|---|---|---|
| 3 | | A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor) |
| | 3 | A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors) |
| | 0 | A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level) |
| | 2 | WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT |
| | 2 | WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION |
| | 3 | WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX |
| | | OTHER (Specify) |

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3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

10

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4. COMMENTS CONCERNING POTENTIAL

While Subject in his present job has shown excellent supervisory abilities, it may be that his own personal inclinations would tend to make him feel happier in a more active operational function in his next assignment, rather than in a widening of his supervisory responsibilities.

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None at present

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

Foreign born wife [redacted]

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
X - HAVE NOT OBSERVED THIS, HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

| CATEGORY | STATEMENT | CATEGORY | STATEMENT | CATEGORY | STATEMENT |
|---|---|---|---|---|---|
| 4 | 1. ABLE TO SEE ANOTHER'S POINT OF VIEW | 5 | 11. HAS HIGH STANDARDS OF ACCOMPLISHMENT | 4 | 21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES |
| 5 | 2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | 4 | 12. SHOWS ORIGINALITY | 4 | 22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS |
| 4 | 3. HAS INITIATIVE | 5 | 13. ACCEPTS RESPONSIBILITIES | 4 | 23. IS THOUGHTFUL OF OTHERS |
| 5 | 4. IS ANALYTIC IN HIS THINKING | 4 | 14. ADMITS HIS ERRORS | 4 | 24. WORKS WELL UNDER PRESSURE |
| 4 | 5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS | 4 | 15. RESPONDS WELL TO SUPERVISION | 4 | 25. DISPLAYS JUDGEMENT |
| 4 | 6. KNOWS WHEN TO SEEK ASSISTANCE | 4 | 16. DOES HIS JOB WITHOUT STRONG SUPPORT | 5 | 26. IS SECURITY CONSCIOUS |
| 5 | 7. CAN GET ALONG WITH PEOPLE | 5 | 17. COMES UP WITH SOLUTIONS TO PROBLEMS | 4 | 27. IS VERSATILE |
| 5 | 8. HAS MEMORY FOR FACTS | 4 | 18. IS CONSISTENT | 4 | 28. HIS CRITICISM IS CONSTRUCTIVE |
| 5 | 9. GETS THINGS DONE | 5 | 19. THINKS CLEARLY | 4 | 29. FACILITATES SMOOTH OPERATION OF HIS OFFICE |
| 4 | 10. CAN COPE WITH EMERGENCIES | 4 | 20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS | - | 30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION |

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# FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:
1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

1955 OCT 21 AM 10:29

## INSTRUCTIONS

CODED

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day performance. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

DATE 20 OCT 1955

Posted Pos. Control

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

## SECTION I

| LEAVE BLANK - FOR HEADQUARTERS USE ONLY | 1. DATE OF BIRTH | 2. SEX | 3. SERVICE DESIGNATION |
|---|---|---|---|
| Ernest Bagley | 11 Nov 1925 | M | [redacted] DI |

| 4. GRADE | 5. STATION DESIGNATION (Current) |
|---|---|
| GS-12 | Vienna Operations Base |

| 6. DUE DATE OF THIS REPORT | 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) |
|---|---|
| 16 Aug 55 (final VOB) | 16 November 1954 thru 15 August 1955 |

## SECTION II (To be completed by field supervisor)

| 1. CURRENT POSITION | 2. DATE ASSUMED RESPONSIBILITY FOR POSITION |
|---|---|
| [redacted] FI ~~Case Officer~~/~~Soviet Branch~~ Area Ops. Off. 0136.01 | 14 June 1951 |

3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

Case officer in the Soviet Branch. Responsible for the developmental activity, general guidance and directing, reporting and administering, and the file research of [redacted] projects directed against the Soviet target in Austria. Plans especially CE operational activity against the RIS. Maintains liaison with CIC. Referent for CE matters.

## SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

| 1. NAME OF RATER (True) | 2. NAME OF REVIEWING OFFICIAL IN FIELD (True) |
|---|---|
| Peter Herman | Bronson Tweedy |

3. THIS REPORT ☐ WAS ☒ WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.

| 4. DATE REPORT AUTHENTICATED AT HQS. | 5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES |
|---|---|
| SEP 29 1955 | W. Taylor |

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SECTION IV

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This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The columns within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion as to whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

| STATEMENTS | NOT OBSERVED | DOES NOT APPLY | APPLIES TO A LIMITED DEGREE | | | APPLIES TO A REASONABLE DEGREE | | | APPLIES TO AN ABOVE AVERAGE DEGREE | | | APPLIES TO AN OUTSTANDING DEGREE | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| SAMPLES: A. ABLE TO SEE ANOTHER'S POINT OF VIEW. | | | X | | | | | | | | | | | |
| SAMPLES: B. PRACTICAL. | | | | | | | | | | X | | | | |
| 1. A GOOD REPORTER OF EVENTS. | | | | | | | | | | | | | X | |
| 2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES. | | | | | | | | | | | X | | | |
| 3. CAUTIOUS IN ACTION. | | | | | | | | | | X | | | | |
| 4. HAS INITIATIVE. | | | | | | | | | | | | | X | |
| 5. UNEMOTIONAL. | | | | | | | | | | X | | | | |
| 6. ANALYTIC IN HIS THINKING. | | | | | | | | | | | | X | | |
| 7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS. | | | | | | | | | | | X | | | |
| 8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. | | | | | | | | X | | | | | | |
| 9. HAS SENSE OF HUMOR. | | | | | | | | | | X | | | | |
| 10. KNOWS WHEN TO SEEK ASSISTANCE. | | | | | | | | | | | X | | | |
| 11. CALM. | | | | | | | | | | | X | | | |
| 12. CAN GET ALONG WITH PEOPLE. | | | | | | | | X | | | | | | |
| 13. MEMORY FOR FACTS. | | | | | | | | | | | | | X | |
| 14. GETS THINGS DONE. | | | | | | | | | | | | X | | |
| 15. KEEPS ORIENTED TOWARD LONG TERM GOALS. | | | | | | | | | | | | X | | |
| 16. CAN COPE WITH EMERGENCIES. | | | | | | | | | | X | | | | |
| 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. | | | | | | | | | | | | | X | |
| 18. HAS STAMINA; CAN KEEP GOING A LONG TIME. | | | | | | | | | | | | X | | |
| 19. HAS WIDE RANGE OF INFORMATION. | | | | | | | | | | | | X | | |
| 20. SHOWS ORIGINALITY. | | | | | | | | | | | X | | | |
| 21. ACCEPTS RESPONSIBILITIES. | | | | | | | | | | | X | | | |
| 22. ADMITS HIS ERRORS. | | | | | | | | | | X | | | | |
| 23. RESPONDS WELL TO SUPERVISION. | | | | | | | | | X | | | | | |
| 24. EVEN DISPOSITION | | | | | | | | | X | | | | | |
| 25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT. | | | | | | | | | | | | X | | |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 26. CAN THINK ON HIS FEET. | | | | | | | | | | | | X | | |
| 27. COMES UP WITH SOLUTIONS TO PROBLEMS. | | | | | | | | | | | X | | | |
| 28. STIMULATING TO ASSOCIATES; A "SPARK PLUG". | | | | | | | | | X | | | | | |
| 29. TOUGH MINDED. | | | | | | | | | | | X | | | |
| 30. OBSERVANT. | | | | | | | | | | | | X | | |
| 31. CAPABLE. | | | | | | | | | | | | | X | |
| 32. CLEAR THINKING. | | | | | | | | | | | | X | | |
| 33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. | | | | | | | | | | | X | | | |
| 34. EVALUATES SELF REALISTICALLY. | | | | | | | | | | | X | | | |
| 35. WELL INFORMED ABOUT CURRENT EVENTS. | | | | | | | | | | | | | X | |
| 36. DELIBERATE. | | | | | | | | | X | | | | | |
| 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. | | | | | | | | | | | X | | | |
| 38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS. | | | | | | | | X | | | | | | |
| 39. THOUGHTFUL OF OTHERS. | | | | | | | | X | | | | | | |
| 40. WORKS WELL UNDER PRESSURE. | | | | | | | | | | | X | | | |
| 41. DISPLAYS JUDGEMENT. | | | | | | | | | | X | | | | |
| 42. GIVES CREDIT WHERE CREDIT IS DUE. | | | | | | | | | X | | | | | |
| 43. HAS DRIVE. | | | | | | | | | | | X | | | |
| 44. IS SECURITY CONSCIOUS. | | | | | | | | | | | X | | | |
| 45. VERSATILE. | | | | | | | | | | | X | | | |
| 46. HIS CRITICISM IS CONSTRUCTIVE. | | | | | | | | | | X | | | | |
| 47. ABLE TO INFLUENCE OTHERS. | | | | | | | | | X | | | | | |
| 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. | | | | | | | | | | | X | | | |
| 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. | | | | | | | | | | | | X | | |
| 50. A GOOD SUPERVISOR. | | | | | | | | X | | | | | | |

## SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS? A brilliant young man, devoted to his work. A superior reporter with outstanding memory and analytic facilities. A perceptive and alert case officer. Works hard, writes well and easily. Keeps on top of his work and reporting to an unusual degree. Adapts easily to overseas life and has considerable charm and social presence. Speaks very useful German and fluent French.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES? Lack of team spirit. Impatience with the less gifted. Difficulty delegating responsibility. These weaknesses add up to a certain intellectual and social snobbery which could, if continued, unnecessarily restrict Subj's horizons in the broadest aspects of possible future assignments. They will have little effect on his operational brilliance but will not enhance his ability to pass on his experience to others, or to supervise and guide them. Experience over the last couple of years indicates that he will need assistance in this and his failings, minor tho they may be, should regularly be brought

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C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS.

An exceptionally bright person whose strengths outweigh by far his weaknesses. With greater maturity, should outgrow his weaknesses.

OFFICE OF PERSONNEL
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MAIL ROOM

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [X] NO [ ] YES. IF YES, WHY?

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

General desk and Headquarters training.

F. OTHER COMMENTS (*Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person*):

## SECTION VI

***Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D***

**A.** ***DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.***

[ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.

[ ] 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.

[ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.

[ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.

[ ] 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.

[X] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? [X] NO [ ] YES. IF YES, WHAT?

**C.** ***DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.***

[ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATION..WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.

[ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION...IRKED BY RESTRICTIONS...REGARDS ORGANIZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.

[ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOTHERED BY MINOR FRUSTRATIONS..WILL QUIT IF THESE CONTINUE.

[ ] 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT...HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.

[ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION..THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.

[X] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.

[ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

**B.** ***DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.***

[ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.

[ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.

[ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.

[ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.

[ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.

[X] 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

**D.** ***DIRECTIONS: Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.***

[ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.

[ ] 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.

[ ] 3. A BARELY ACCEPTABLE EMPLOYEE...DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.

[ ] 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.

[ ] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.

[ ] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.

[X] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

SECRET

CENTRAL INTELLIGENCE AGENCY
WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

15 JUL 1955

MEMORANDUM FOR: Tennent H. Bagley

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:
T H Bagley
Date: 8 Dec 1955

Career Service Staff
Office of Personnel
3 JAN 1956

SECRET

FORM NO. 511, 1 APR 55 (4)

SECRET

# FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE — FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:

| NAME OF EMPLOYEE (true) | DATE (from item 8-1) | NAME OF SUPERVISOR (true) | DATE (from item 8-2) |
|---|---|---|---|
| Bagley, Tennent | 1 Mar 55 | Tweedy, Bronson | |

NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:

DATE

TO BE COMPLETED BY EMPLOYEE

| 1. DATE OF BIRTH | 2. GRADE | 3. CURRENT POSITION TITLE |
|---|---|---|
| 11 November 1925 | GS-12 | Area Operations Officer |

| 4. SERVICE DESIGNATION (if known) | 5. CURRENT STATION OR FIELD BASE |
|---|---|
| Kufire | Vienna Operations Base |

| 6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR | 7. EXPECTED DATE OF DEPARTURE |
|---|---|
| None | 15 September 1955 |

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):

Establishment and direction, under the Chief of Operations, of counterespionage effort of VOB, initially against all opposition services and subsequently Soviet intelligence only. This included organization and maintenance of files, establishment of necessary procedures (namechecking, carding, filing, reporting) and the supervision and handling of CE operations: double agents against Soviet and Hungarian IS; surveillance operations; interrogations and debriefings of personalities of CE interest (including staff officer defectors from RIS and HIS); planning and execution of recruitment/defection approaches to Soviet officials; collation and exploitation of CE information obtained from VOB operations, Hqs, and other station correspondence and from liaison with other U. S. agencies. Personal handling of agents operating against following targets: double agents against Soviet and Hungarian services, penetration of Soviet element in Austria, Austrian government, economic intelligence, Satellite installations in Vienna and legal and illegal border crossing into Satellites. Maintenance of liaison with other U. S. agencies in Vienna. Technical functions including photography and audio surveillance.

9. PREFERENCE FOR NEXT ASSIGNMENT:

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Headquarters or United States field assignment in the counterespionage field.

B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

Advanced Counterespionage Course

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (continued)

C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:

[3] RETURN TO MY CURRENT STATION

[1] BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY

[2] BE ASSIGNED TO ANOTHER FIELD STATION

WITH RESPECT TO A POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE YOUR 1ST, 2ND AND 3RD CHOICE FOR GEOGRAPHIC AREA OR SPECIFIC STATION:

1ST CHOICE: Southern Europe

2ND CHOICE: Western Europe

3RD CHOICE: Japan

10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?

INDICATE NUMBER OF WORK DAYS 30

11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:

None

12. SIGNATURE: COMPLETE ITEM NO. 8-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.

TO BE COMPLETED BY SUPERVISOR AT FIELD STATION

13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

This Mission concurs strongly in Subject's request for assignment in Washington. Subject is an outstanding young case officer, an excellent career prospect who we feel will advance rapidly in the organization. He is extremely intelligent, very well motivated, ambitious and determined. Despite his comparative youth, he is already an experienced intelligence officer. Careful attention should be given to his career planning.

14. SIGNATURE: COMPLETE ITEM NO. 9-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.

TO BE COMPLETED BY APPROPRIATE SUPERVISOR AT HEADQUARTERS

15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE DIVISION TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:

16. NAME OF SUPERVISOR | SIGNATURE:

TITLE: | DATE:

17. REMARKS (additional comment)

EE will be able to place subject on his return. CC/Re— 
J — 7/7/55

SECRET

14-00000

SECRET
(When Filled In)

# FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:
1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

## INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work so that in a general way he knows where he stands.

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED.

## SECTION I

| LEAVE BLANK - FOR HEADQUARTERS USE ONLY | 1. DATE OF BIRTH | 2. SEX | 3. SERVICE DESIGNATION |
|---|---|---|---|
| Tennent Bagley | 11 Nov 1925 | M | Kufire F1 |

| 4. GRADE | 5. STATION DESIGNATION (Current) |
|---|---|
| GS-12 | Vienna, Austria |

| 6. DUE DATE OF THIS REPORT | 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) |
|---|---|
| 30 November 1954 | 1 July through 15 November 1954 |

## SECTION II (To be completed by field supervisor)

| 1. CURRENT POSITION | 2. DATE ASSUMED RESPONSIBILITY FOR POSITION |
|---|---|
| Kufire Case Officer/Soviet Branch 0136.01 | 14 June 1951 |

3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

Case officer in the Soviet Branch. Responsible for the developmental activity, general guidance and directing, reporting and administering, and the file research of Kufire projects directed against the Soviet targets in Austria. Plans especially CE operational activity against the RIS. Maintains liaison with CIC. Referent for CE matters.

## SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

| 1. NAME OF RATER (True) | 2. NAME OF REVIEWING OFFICIAL IN FIELD (True) |
|---|---|
| William Hood | Bronson Tweedy |

3. THIS REPORT ☐ WAS ☒ WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.

| 4. DATE REPORT AUTHENTICATED AT HQS. | 5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES |
|---|---|
| DEC 29 1954 | Gilbert Collart |

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

FORM NO. 45a
1 JUL 54

SECRET

(4)

OFFICE OF PERSONNEL
JAN 13 4 07 PM '55
MAIL ROOM

## SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at each statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have a definite opinion that the description is not at all suited to the individual.

| STATEMENTS | NOT OBSERVED | DOES NOT APPLY | APPLIES TO A LIMITED DEGREE | | | APPLIES TO A REASONABLE DEGREE | | | APPLIES TO AN ABOVE AVERAGE DEGREE | | | APPLIES TO AN OUTSTANDING DEGREE | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| SAMPLES: A. ABLE TO SEE ANOTHER'S POINT OF VIEW. | | | X | | | | | | | | | | | |
| B. PRACTICAL. | | | | | | | | | | X | | | | |
| 1. A GOOD REPORTER OF EVENTS. | | | | | | | | | | | | X | | |
| 2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES. | | | | | | | | | | | X | | | |
| 3. CAUTIOUS IN ACTION. | | | | | | | | | | X | | | | |
| 4. HAS INITIATIVE. | | | | | | | | | | | | X | | |
| 5. UNEMOTIONAL. | | | | | | | | X | | | | | | |
| 6. ANALYTIC IN HIS THINKING. | | | | | | | | | | | | | X | |
| 7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS. | | | | | | | | | | | | | X | |
| 8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. | | | | | | | X | | | | | | | |
| 9. HAS SENSE OF HUMOR. | | | | | | | | | X | | | | | |
| 10. KNOWS WHEN TO SEEK ASSISTANCE. | | | | | | | | | | X | | | | |
| 11. CALM. | | | | | | | | | | X | | | | |
| 12. CAN GET ALONG WITH PEOPLE. | | | | | | | | | X | | | | | |
| 13. MEMORY FOR FACTS. | | | | | | | | | | | | X | | |
| 14. GETS THINGS DONE. | | | | | | | | | | | | X | | |
| 15. KEEPS ORIENTED TOWARD LONG TERM GOALS. | | | | | | | | | | | X | | | |
| 16. CAN COPE WITH EMERGENCIES. | | | | | | | | | | | X | | | |
| 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. | | | | | | | | | | | | | X | |
| 18. HAS STAMINA; CAN KEEP GOING A LONG TIME. | | | | | | | | | | X | | | | |
| 19. HAS WIDE RANGE OF INFORMATION. | | | | | | | | | | | | X | | |
| 20. SHOWS ORIGINALITY. | | | | | | | | | | | | X | | |
| 21. ACCEPTS RESPONSIBILITIES. | | | | | | | | X | | | | | | |
| 22. ADMITS HIS ERRORS. | | | | | | | | X | | | | | | |
| 23. RESPONDS WELL TO SUPERVISION. | | | | | | | | | | X | | | | |
| 24. EVEN DISPOSITION. | | | | | | | | X | | | | | | |
| 25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT. | | | | | | | | | | X | | | | |

| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 26. CAN THINK ON HIS FEET. | | | | | | | | | | | X | | | |
| 27. COMES UP WITH SOLUTIONS TO PROBLEMS. | | | | | | | | | | | | X | | |
| 28. STIMULATING TO ASSOCIATES, A "SPARK PLUG". | | | | | | | | | | | X | | | |
| 29. TOUGH MINDED. | | | | | | | | | | | X | | | |
| 30. OBSERVANT. | | | | | | | | | | | X | | | |
| 31. CAPABLE. | | | | | | | | | | | | X | | |
| 32. CLEAR THINKING. | | | | | | | | | | | | X | | |
| 33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. | | | | | | | | | | | X | | | |
| 34. EVALUATES SELF REALISTICALLY. | | | | | | | | | | X | | | | |
| 35. WELL INFORMED ABOUT CURRENT EVENTS. | | | | | | | | | | | X | | | |
| 36. DELIBERATE. | | | | | | | | | | X | | | | |
| 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. | | | | | | | | | | | X | | | |
| 38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS. | X | | | | | | | | | | | | | |
| 39. THOUGHTFUL OF OTHERS. | | | | | | | X | | | | | | | |
| 40. WORKS WELL UNDER PRESSURE. | | | | | | | | | | X | | | | |
| 41. DISPLAYS JUDGEMENT. | | | | | | | | | | | X | | | |
| 42. GIVES CREDIT WHERE CREDIT IS DUE. | X | | | | | | | | | | | | | |
| 43. HAS DRIVE. | | | | | | | | | | | | X | | |
| 44. IS SECURITY CONSCIOUS. | | | | | | | | | X | | | | | |
| 45. VERSATILE. | | | | | | | | | | | X | | | |
| 46. HIS CRITICISM IS CONSTRUCTIVE. | | | | | | | | | | | X | | | |
| 47. ABLE TO INFLUENCE OTHERS. | | | | | | | | | | | X | | | |
| 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. | | | | | | | | | | | X | | | |
| 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. | | | | | | | | | | | X | | | |
| 50. A GOOD SUPERVISOR. | | | | | | | | | X | | | | | |

## SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS? Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social poise, experience, agressiveness. Writes extremely well, effectively presenting complicated material. Deeply interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations--relationships with other agencies, etc--to much greater degree than others his grade and experience.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES? Subj accepts responsibility, but sometimes fails to carry on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments effected by personal relations. Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

SECRET
(When Filled In)

OFFICE OF PERSONNEL
[illegible] 4 07 PM '55

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS.

Mental ability, motivation, enthusiasm, experience, [illegible] all other considerations which would not have been remarked in an officer of less [illegible] ability.

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [ ] NO [ ] YES. IF YES, WHY?

Only that in the sense that an outstanding employee should be exposed to good supervision at all times to see that his career develops as fully as can be expected.

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Any advanced operations training which he may not have had.

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

Subject is an outstanding young officer.

## SECTION VI

*Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D*

**A. DIRECTIONS:** *Consider only the skill with which the person has performed the duties of his job and rate him accordingly.*

- [ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- [ ] 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- [ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- [ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- [X] 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- [ ] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? [X] NO [ ] YES. IF YES, WHAT?

**C. DIRECTIONS:** *Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.*

- [ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY ..WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- [ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION...IRKED BY RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- [ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOTHERED BY MINOR FRUSTRATIONS...WILL QUIT IF THESE CONTINUE.
- [ ] 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT...HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- [ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION..THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
- [X] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- [ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

**B. DIRECTIONS:** *Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.*

- [ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- [ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- [ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- [ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- [ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- [X] 6. AN EXCEPTIONAL PERSON AND IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

**D. DIRECTIONS:** *Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.*

- [ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- [ ] 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- [ ] 3. A BARELY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- [ ] 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
- [ ] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- [ ] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
- [X] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

# STATUS AND EFFICIENCY REPORT

(SEE INSTRUCTIONS ON REVERSE SIDE) TENNETH BAGLEY

SECTIONS 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE — TYPEWRITER WILL BE USED IF POSSIBLE

| NAME (PRINTED) LAST FIRST MIDDLE | CAF RATING | SALARY | DATE OF ASSIGNMENT TO PRESENT DUTY |
|---|---|---|---|
| [redacted] | GS-11 | | 15 June 1951 |

DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

chief of CE section, planning, coordinating and directing CE activity [redacted] of VOB under chief of operations. case officer, handling primarily CE cases.

IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT—LIST, TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED None.

| PROFICIENCY IN FOREIGN LANG | READING EXC | READING GOOD | READING FAIR | SPEAKING EXC | SPEAKING GOOD | SPEAKING FAIR | UNDERSTANDING EXC | UNDERSTANDING GOOD | UNDERSTANDING FAIR |
|---|---|---|---|---|---|---|---|---|---|
| French | X | | | X | | | X | | |
| German | X | | | | X | | X | | |
| Italian | | X | | | | X | | X | |

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (IF IN US-SO STATE)

| TYPE OF DUTY | LOCATION |
|---|---|
| Intelligence officer | U.S. |
| " | Europe |

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS: YES [ ] NO [X] — NUMBER OF DEPENDENTS: YES [ ] NO [X] — EMERGENCY ADDRESSEE: YES [ ] NO [X] — LEGAL ADDRESS: YES [ ] NO [X]

IF THE ANSWER TO ANY OF THE ABOVE IS YES ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

27 May 1954
DATE

[redacted]
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

PERIOD COVERED BY THIS REPORT: DATE FROM 1/7/53 DATE TO 30/6/54

OCCASION FOR REPORT: ANNUAL [X] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? YES [X] NO [ ] — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? YES [ ] NO [X] — IF SO WHAT DUTY OR DUTIES

DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? YES [X] NO [ ] IF NO EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? YES [X] NO [ ] — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? YES [X] NO [ ] — IF SO, TO WHAT GRADE AND/OR WHAT POSITION? See EAVA-7058

FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE.

| RATING FACTORS | NOT OBSERVED | UNSATISFACTORY | FAIR | GOOD | VERY GOOD | EXCELLENT | OUTSTANDING |
|---|---|---|---|---|---|---|---|
| A. ABILITY TO WORK AND GET ALONG WITH PEOPLE | | | | | X | | |
| B. INTEREST AND ENTHUSIASM IN WORK | | | | | | | X |
| C. SECURITY CONSCIOUSNESS | | | | | | X | |
| D. ABILITY TO GRASP INSTRUCTIONS AND PLANS | | | | | | X | |
| E. ATTENTION TO DUTY | | | | | | | X |
| F. JUDGMENT AND COMMON SENSE | | | | | | X | |
| G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE | | | | | | X | |
| H. DISCRETION | | | | | | | X |
| I. INITIATIVE | | | | | | X | |
| J. ABILITY TO HANDLE AND DIRECT PEOPLE | | | | | | X | |
| K. PERFORMANCE OF PRESENT DUTIES (ITEM 2) | | | | | | X | |
| L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION | | | | | | X | |
| M. TACT | | | | | X | | |
| N. SAGACITY (NON-GULLIBILITY) | | | | | | X | |
| O. LEADERSHIP | | | | | | X | |
| P. PHYSICAL STAMINA | | | | | | X | |
| Q. MENTAL STAMINA | | | | | X | | |

INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU: DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED. ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

1. Subject is a brilliant young intelligence officer. He is unusually intelligent, quick and perceptive. He writes forcefully, organizes his material well and has an excellent manner and presence. He is vitally interested in his work and has made a systematic study of it, particularly of the counter espionage aspect. He is well read and has an unusually good grasp of politics and has an excellent background in history. He has travelled in Europe considerably and has lived abroad (on his own hook) much of his adult life. In Vienna, he has learned German well.

(IF ADDITIONAL SPACE IS NEEDED AT ATTACH EXTRA SHEET)

1 July 1954
DATE

[signature]
SIGNATURE OF REPORTING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

[signature]
SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

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Printed by F. SAILER Wien IX, Wasagasse 41

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2. Subject's weaknesses, which because of his outstanding ability and promise are rather magnified in this assessment, lie mainly in his occasionally faulty human relations. Subject rejects much of the social life which is customarily associated (although not necessarily for the best) with Kubark field posts. His interests, aside from his work, are primarily intellectual and artistic. These interests, coupled with his at best pro forma fulfilling of the customary Kubark social protocols, definitely weaken his relationship with the rest of the staff.

3. Subject comes from a service environment and was himself a Marine officer when very young. This early environment and training has, probably without Subject's being aware of it, caused him to expect of others a devotion to duty and self discipline which is rarely to be found. These high standards have caused Subject to discount to some degree the abilities of the clerical staff and, to a lesser degree, other junior personnel.

4. A second weakness probably results from Subject's consistently successful career. He has, without any effort on his own part, frequently if not invariably found himself closely associated with "management" and regarded by the "management" as being unusually talented. This has caused him to expect his work to receive special attention which is not always warranted. When this does not happen, he tends to pout.

5. There is no question in the writer's mind but what Subject would be an outstanding addition to any office in the Agency. He has, as far as can be seen now, an unlimited growth potential. His minor faults will correct themselves with maturity and increasing experience.

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# STATUS AND EFFICIENCY REPORT

BAGLEY TENNENT H (INSTRUCTIONS ON REVERSE SIDE)

SECTIONS 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE. TYPEWRITER WILL BE USED IF POSSIBLE

| 1. NAME (PRINTED) LAST FIRST MIDDLE | CAF RATING | SALARY | DATE OF ASSIGNMENT TO PRESENT DUTY |
|---|---|---|---|
| [redacted] | GS-11 | $5910.00 | 12 June 1951 |

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

CE officer for Vienna Operations Base. Chief of CE Section. Case officer handling CE cases. Supervision and training of personnel of CE section, carrying out functions of CE analysis, namechecking, carding and maintenance of CE files.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED none

| 4. PROFICIENCY IN FOREIGN LANG. | READING EXC | READING GOOD | READING FAIR | SPEAKING EXC | SPEAKING GOOD | SPEAKING FAIR | UNDERSTANDING EXC | UNDERSTANDING GOOD | UNDERSTANDING FAIR |
|---|---|---|---|---|---|---|---|---|---|
| French | X | | | X | | | X | | |
| German | X | | | | X | | X | | |
| Italian | | X | | | | X | | X | |

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN USA STATE)

| TYPE OF DUTY | LOCATION |
|---|---|
| Intell.Off. | USA |
| | Western Europe |

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS: YES [ ] NO [X] — NUMBER OF DEPENDENTS: YES [ ] NO [X] — EMERGENCY ADDRESSEE: YES [ ] NO [X] — LEGAL ADDRESS: YES [ ] NO [X]

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

17 September 1953
DATE

Tennent H Bagley [redacted]
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM June 52 DATE TO June 53

OCCASION FOR REPORT: ANNUAL [X] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? YES [X] NO [ ] — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? YES [ ] NO [X] — IF SO, WHAT DUTY OR DUTIES

DO YOU CONCOUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? [X] YES [ ] NO IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? [X] YES [ ] NO — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? [ ] YES [X] NO — IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE.

| RATING FACTORS | NOT OBSERVED | UNSATISFACTORY | FAIR | GOOD | VERY GOOD | EXCELLENT | OUTSTANDING |
|---|---|---|---|---|---|---|---|
| A. ABILITY TO WORK AND GET ALONG WITH PEOPLE | | | | | | | X |
| B. INTEREST AND ENTHUSIASM IN WORK | | | | | | | X |
| C. SECURITY CONSCIOUSNESS | | | | | | X | |
| D. ABILITY TO GRASP INSTRUCTIONS AND PLANS | | | | | | X | |
| E. ATTENTION TO DUTY | | | | | | | X |
| F. JUDGMENT AND COMMON SENSE | | | | | | | X |
| G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE | | | | | | X | |
| H. DISCRETION | | | | | | X | |
| I. INITIATIVE | | | | | | | X |
| J. ABILITY TO HANDLE AND DIRECT PEOPLE | | | | | | X | |
| K. PERFORMANCE OF PRESENT DUTIES (ITEM 2) | | | | | | X | |
| L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION | | | | | | X | |
| M. TACT | | | | | | | X |
| N. SAGACITY (NON-GULLIBILITY) | | | | | | X | |
| O. LEADERSHIP | | | | | | X | |
| P. PHYSICAL STAMINA | | | | | | X | |
| Q. MENTAL STAMINA | | | | | | X | |

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU: DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE, OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED. ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

COMMENT ATTACHED

(IF ADDITIONAL SPACE IS NEEDED ATACH EXTRA SHEET)

8 Sept 53
DATE

Morton A Woolley
SIGNATURE OF REPORTING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

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Druck: F. SAILER, Wien IX

SECU... ... A chment to EAVA-4351

K A P O K

23 September 1953

1. Subject has completed a two-year tour at VOB and after home leave has returned here for another two years. Initially assigned to VOB under Embassy cover, Subject has now transferred to D/A civilian cover. Since his arrival in Vienna, Subject has come through a rather long apprenticeship wherein he was exposed to a variety of intelligence problems, including the organization of counter-intelligence files, the handling of two American deep cover agents, the training and mounting of an Hungarian border crosser, and the direction of an Austrian double agent. At this time, Subject is head of the Mission CE section. He has organized that section efficiently and has arranged the expeditious handling of routine CI problems. He is now prepared to undertake more creative CE work.

2. Subject has a notably orderly mind, unusual intelligence, and a remarkable interest in his work. He is able to handle a variety of tasks at one time. Although Subject has had a variety of agent-handling experience, unfortunately, he has not had the opportunity to handle many agents. We intend to correct this in the next few months by having him handle a series of operations during the developmental stages. We believe this will give him the experience and depth necessary to support his already good theoretical knowledge. Subject is extremely well disciplined personally. Unfortunately and unrealistically, he sometimes expects other persons to have similar self-discipline. He also tends in other ways to disregard the human elements ever present in intelligence operations. However, there is no question in my mind but that additional experience will cure both of these very minor faults.

3. I have every reason to believe that Subject will be ready for important operational assignments either in Washington or in the field after another two years of field experience.

Morton A. Woolley

SECU... ...

FORM NO. 55-2
APR 1947

(2191)

# CONFIDENTIAL
# STATUS AND EFFICIENCY REPORT

(SEE INSTRUCTIONS ON REVERSE SIDE)

SECTIONS 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE — TYPEWRITER WILL BE USED IF POSSIBLE

| 1. NAME (PRINTED) LAST FIRST MIDDLE | CAF RATING | SALARY | DATE OF ASSIGNMENT TO PRESENT DUTY |
|---|---|---|---|
| [redacted] | GS-9 | $ 5185. | June 1951 |

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

(1) Handling agents in operations involving illegal border crossing, penetration of Satellites and Satellite Installations in Vienna, and coverage of East-West trade. (2) Special reports and analyses as requested by the Chief of Operations. (3) Liaison with other American offices (I.B.I. and L.C.D.I.). (4) Technical support (technical surveillance, photography, S/W, documentation).

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED None

| 4. PROFICIENCY IN FOREIGN LANG | READING EXC | READING GOOD | READING FAIR | SPEAKING EXC | SPEAKING GOOD | SPEAKING FAIR | UNDERSTANDING EXC | UNDERSTANDING GOOD | UNDERSTANDING FAIR |
|---|---|---|---|---|---|---|---|---|---|
| French | X | | | X | | | X | | |
| German | | X | | | | X | | X | |
| Italian | | | X | | | X | | | X |

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN U.S.S.O. STATE)

| TYPE OF DUTY | LOCATION |
|---|---|
| Case Officer | Vienna/Western Europe |

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS: X NO — NUMBER OF DEPENDENTS: X NO — EMERGENCY ADDRESSEE: X NO — LEGAL ADDRESS: X NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

BAGLEY, TENNENT H.

5 June 1952 — DATE

[redacted] — SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: June '51 DATE TO June '52

OCCASION FOR REPORT: ANNUAL [X] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? X YES — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? X NO — IF SO, WHAT DUTY OR DUTIES

DO YOU CONCOUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? X YES [ ] NO IF NO EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? X YES — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? X YES — IF SO TO WHAT GRADE AND/OR WHAT POSITION? GS-11

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE

| RATING FACTORS | NOT OBSERVED | UNSATISFACTORY | FAIR | GOOD | VERY GOOD | EXCELLENT | OUTSTANDING |
|---|---|---|---|---|---|---|---|
| A. ABILITY TO WORK AND GET ALONG WITH PEOPLE | | | | | | X | |
| B. INTEREST AND ENTHUSIASM IN WORK | | | | | | | X |
| C. SECURITY CONSCIOUSNESS | | | | | | X | |
| D. ABILITY TO GRASP INSTRUCTIONS AND PLANS | | | | | | X | |
| E. ATTENTION TO DUTY | | | | | | | X |
| F. JUDGMENT AND COMMON SENSE | | | | | | | X |
| G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE | | | | | | | X |
| H. DISCRETION | | | | | | X | |
| I. INITIATIVE | | | | | | | X |
| J. ABILITY TO HANDLE AND DIRECT PEOPLE | | | | | | X | |
| K. PERFORMANCE OF PRESENT DUTIES (ITEM 2) | | | | | | | X |
| L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION | | | | | | X | |
| M. TACT | | | | | | X | |
| N. SAGACITY (NON-GULLIBILITY) | | | | | | X | |
| O. LEADERSHIP | | | | | | X | |
| P. PHYSICAL STAMINA | | | | | | X | |
| Q. MENTAL STAMINA | | | | | | X | |

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU: DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED. ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT

At the close of one year in the field, Subj has shown every indication of becoming an outstanding case officer. Subj gives each of his operations a maximum amount of ~~xxx~~ planning and pays unusual attention to details. If Subj continues to develop as he has in the past, and after additional experience in agent handling, he will be ready for increased executive responsibilities, along the line of Deputy Operations chief, within a year.

(IF ADDITIONAL SPACE IS NEEDED ATACH EXTRA SHEET)

11 June '52 — DATE

Morton A. Woolley — SIGNATURE OF REPORTING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

H. P. Koeche — SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

Druck: F. SALER, Wien IX

14-00000

FORM NO. 55-2
APR 1947

[redacted]

# CONFIDENTIAL
# STATUS AND EFFICIENCY REPORT

(SEE INSTRUCTIONS ON REVERSE SIDE)

SECTIONS 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE — TYPEWRITER WILL BE USED IF POSSIBLE

| 1. NAME (PRINTED) LAST | FIRST | MIDDLE | CAF RATING | SALARY | DATE OF ASSIGNMENT TO PRESENT DUTY |
|---|---|---|---|---|---|
| MOIR | Douglas | M. | GS-9 | $4600. | 15 June 1951 |

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

Case officer; general operational functions; photography, reproduction, S/W, and technical surveillance; document intelligence.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED None.

| 4. PROFICIENCY IN FOREIGN LANG. | READING EXC | READING GOOD | READING FAIR | SPEAKING EXC | SPEAKING GOOD | SPEAKING FAIR | UNDERSTANDING EXC | UNDERSTANDING GOOD | UNDERSTANDING FAIR |
|---|---|---|---|---|---|---|---|---|---|
| French | x | | | x | | | x | | |
| German | | | x | | | x | | | x |
| Italian | | | x | | | x | | | x |

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (IF IN US SO STATE)

| TYPE OF DUTY | LOCATION |
|---|---|
| Case officer. | Vienna |

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS: NO x — NUMBER OF DEPENDENTS: NO x — EMERGENCY ADDRESSEE: NO x — LEGAL ADDRESS: NO x

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

17 September 1951 — DATE

Douglas M. Moir — SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM 16 Jun '51 DATE TO 18 Sept '51

OCCASION FOR REPORT: ANNUAL [ ] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] COVERING INITIAL 90 DAYS OF EMPLOYMENT [x]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? [x] YES — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? [x] YES — IF SO, WHAT DUTY OR DUTIES: Time could be better used as an ops analyst than doing routine photo work. This will be taken care of when T/O filled.

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? [x] YES — NO. IF NO, EXPLAIN IN SECTION 11.

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? [x] YES — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? [x] NO — IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE.

| RATING FACTORS | NOT OBSERVED | UNSATISFACTORY | FAIR | GOOD | VERY GOOD | EXCELLENT | OUTSTANDING |
|---|---|---|---|---|---|---|---|
| A. ABILITY TO WORK AND GET ALONG WITH PEOPLE | | | | | | x | |
| B. INTEREST AND ENTHUSIASM IN WORK | | | | | | x | |
| C. SECURITY CONSCIOUSNESS | | | | | | x | |
| D. ABILITY TO GRASP INSTRUCTIONS AND PLANS | | | | | | x | |
| E. ATTENTION TO DUTY | | | | | | x | |
| F. JUDGMENT AND COMMON SENSE | | | | | | x | |
| G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE | | | | | | x | |
| H. DISCRETION | | | | | | x | |
| I. INITIATIVE | | | | | | x | |
| J. ABILITY TO HANDLE AND DIRECT PEOPLE | | | | | x | | |
| K. PERFORMANCE OF PRESENT DUTIES (ITEM 2) | | | | | x | | |
| L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION | | | | | x | | |
| M. TACT | | | | | | x | |
| N. SAGACITY (NON-GULLIBILITY) | | | | | | x | |
| O. LEADERSHIP | x | | | | | | |
| P. PHYSICAL STAMINA | | | | | | x | |
| Q. MENTAL STAMINA | x | | | | | | |

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [x]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED. ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

Subject appears to be an excellent prospect for operational work. He is intelligent, quick to learn, and hard working. He approaches problems systematically and with forethought. He has an excellent background in history and is well up on current events. The lack of fluency in German is the only liability noted in his first 90 days here. At present Subject is working hard on German.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

18 September 1951 — DATE

Morton A. Woolley — SIGNATURE OF REPORTING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SIGNATURE OF REVIEWING OFFICER — 10/4/51

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

Dept. F. SAILER, War IV, Puttlingen 41

# FILE COPY OF STANDARD FORM 56

# "AGENCY CERTIFICATION OF INSURANCE STATUS—
# FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,

Office of Personnel (x3257).

1-6-72

# United States Marine Corps

## Certificate of Honorable and Satisfactory Service in World War II

This is to Certify that

Tennent Harrington Bagley

has satisfactorily completed active service and is this date

Discharged

Entered the United States Marine Corps

11 March 43

Began Active Service

11 March 43

Upon relief from Active Duty held Rank of

Second Lieutenant

given at MB, Washington, D. C.

dated 26 June, 1946

Signature

ROBERT R. SEDGWICK, Capt., USMCR

Rank

14-00000

**U. S. MARINE CORPS REPORT OF SEPARATION**

[illegible] SS# – – –

| 1. LAST NAME | FIRST NAME | MIDDLE NAMES | 2. RANK | 3. PAY GRADE | 4. SERIAL NUMBER |
|---|---|---|---|---|---|
| BAGLEY | Tennent | Harrington | Pl Sgt | 3rd | [illegible] |

| 5. PERMANENT ADDRESS FOR MAILING PURPOSES | 6. RACE | 7. SEX | 8. CITIZEN YES | NO | 9. DATE OF BIRTH |
|---|---|---|---|---|---|
| 2129 Florida Ave., N.W., Washington, D. C. | W | M | X | | 11Nov25 |

| 10. ADDRESS FROM WHICH PERSON WILL SEEK EMPLOYMENT | 11. MARRIED YES | NO | 12. NO. OF DEP. | 13. PLACE OF BIRTH |
|---|---|---|---|---|
| 2129 Florida Ave., N.W., Washington, D. C. | | X | none | Annapolis, Md. |

**RECORD OF MARINE CORPS SERVICE**

| SELECTIVE SERVICE DATA | 14. REGISTERED YES | NO | 15. ADDRESS AT TIME OF ENTRY INTO SERVICE | 16. SEL. SER. BD. NO. | 17. COUNTY & STATE |
|---|---|---|---|---|---|
| | | X | Washington, D. C. | – – – – – – | – – – – – – |

| 18. MEANS OF ENTRY: ENLISTED | INDUCTED | COMMISSIONED | 19. PLACE OF ENTRY INTO ACTIVE SERVICE | 20. DATE OF ENTRY | 21. COMPONENT: REG. | [illegible] |
|---|---|---|---|---|---|---|
| 3 | | 2 | Los Angeles, California | 1Jul43 | | [illegible]-b |

| 22. PENSION CLAIM FILED: YES | NO | 23. PLACE OF SEPARATION FROM ACTIVE SERVICE | 24. DATE OF SEPARATION | 25. [illegible] |
|---|---|---|---|---|
| | X | MB, Washington, D.C. | 26Jun46 | [illegible] |

| 26. TYPE OF DISCHARGE CERT. | 27. LENGTH OF FOREIGN AND/OR SEA SERVICE | YEARS | MOS. | DAYS |
|---|---|---|---|---|
| Honorable | | – – – | 7 | – – – |

28. MILITARY SPECIALTIES

Sea Duty Officer (1950)

| 29. SERVICE SCHOOLS ATTENDED | COURSES | WEEKS |
|---|---|---|
| PCS, Quantico, Va. | PCS OCS – | 16 |
| Sea School, San Diego, Cal. | Sea School | 5 |

30. PRINCIPAL MILITARY DUTY

Sea Duty Officer (1950)

**EMPLOYMENT AND NON-SERVICE EDUCATIONAL DATA**

| 31. CIVILIAN OCCUPATION (TITLE) | D.O.T. NUMBER | NO. YRS. | LAST EMPLOYED |
|---|---|---|---|
| Student | 0-X | – – – | – – – – – |

JOB SUMMARY

Majored in International Relations and Foreign Trade

| 32. SECONDARY OCCUPATION (TITLE) | D.O.T. NUMBER | NO. YRS. | LAST EMPLOYED |
|---|---|---|---|
| – – – – – – – – – | – – – – | – – – | – – – – – |

| 33. LAST EMPLOYER BEFORE ENTRY INTO SERVICE | DATE LEFT | 34. [illegible] YES | NO |
|---|---|---|---|
| – – – – – – – – – | – – – – – | X | |

| 35. EDUCATION IN YEARS: GRAMMAR | HIGH SCHOOL | COLLEGE | DEGREES | 36. MAJOR COURSES |
|---|---|---|---|---|
| 8 | 4 | 3 | 0 | International Relations and Foreign Trade |

| 37. TRADE COURSES | 38. COURSES OF GREATEST INTEREST | 39. LAST SCHOOL ATTENDED |
|---|---|---|
| None | International Relations | Princeton University, Princeton, N. J. |

**[illegible]**

40. PREFERENCE FOR ADDITIONAL TRAINING

Going back to school

| 41. JOB PREFERENCE | REASON |
|---|---|
| Foreign Trade | Will be trained for |

| 42. LOCALITY PREFERENCE | REASON |
|---|---|
| Undecided | – – – – – – – – |

I certify that all information on this form pertaining to the Naval service of the above named individual is in accordance with the records of the U. S. Marine Corps and that a copy of this form has been delivered to him in person.

43. [signature]
SIGNATURE OF C.O. OR PERS. O.

ROBERT R. SHERWIN, Capt., USMCR
TYPE IN NAME OF OFF., RANK

[signature] 26Jun46
SIGNATURE OF DISCHARGEE DATE

MARINE'S COPY

# Honorable Discharge

SEMPER FIDELIS

from the

# United States Marine Corps

This is to certify that

[illegible] Harrington Bailey, Platoon Sergeant

is **Honorably Discharged** from the [illegible]

Washington, D. C. and from the United States Marine Corps

the [illegible] day of [illegible]

This certificate is awarded as a testimonial of Fidelity and Obedience.

[illegible]

[illegible]

14-00000

14-00000

SECRET

| ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE<br>FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM | IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL |
|---|---|

## TO COMPLETE THIS FORM—

**1** FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

**2** FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

| NAME (last) (first) (middle) 056047 | DATE OF BIRTH (month, day, year) | SOCIAL SECURITY NUMBER |
|---|---|---|
| BAGLEY, Tennent H. | Nov. 11, 1925 | 570 \| 38 \| 7705 |
| EMPLOYING DEPARTMENT OR AGENCY | LOCATION (City, State, ZIP Code) | |
| | | |

**3** MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you WANT BOTH optional and regular insurance → [ ] (A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the $10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance → [X] (B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the $10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you WANT NEITHER regular nor optional insurance → [ ] (C)

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the $10,000 additional optional insurance unless I have the regular insurance.

**4** SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print)

Tennent H. Bagley

DATE

20 February 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

OFFICE OF PERSONNEL
MAR 15 10 20 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-T
JANUARY 1963
(For use only until April 14, 1968)
176-101

SECRET
(When Filled In)

# REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

| SERIAL NO. | NAME LAST | FIRST | MIDDLE |
|---|---|---|---|
| 1-6 | (Print) | 7-24 | |
| 056043 | BAGLEY | TENNENT | H. |

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OPI NO. 50, REVISED.

PCS DATES OF SERVICE

| ARRIVAL O/S MONTH 25-26 | DAY 27-28 | YEAR 29-30 | DEPARTURE O/S MONTH 31-32 | DAY 33-34 | YEAR 35-36 | TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION | CODE 37 | O/P USE ONLY 38 | 39 | COUNTRY | CODE 40-42 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 09 | 12 | 67 | | | | | 1 | | | BELGIUM | 065 |

TDY DATES OF SERVICE

| ARRIVAL O/S MONTH 25-26 | DAY 27-28 | YEAR 29-30 | DEPARTURE O/S MONTH 31-32 | DAY 33-34 | YEAR 35-36 | TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION | CODE 37 | O/P USE ONLY 38 | 39 | AREA(S) | CODE 40-42 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | |

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

| | | | |
|---|---|---|---|
| | TRAVEL VOUCHER | | DISPATCH |
| X | CABLE | | DUTY STATUS OR TIME AND ATTENDANCE REPORT |
| | OTHER (Specify) | | |

DOCUMENT IDENTIFICATION NO. 5115

DOCUMENT DATE/PERIOD 9/13/67

REMARKS

| PREPARED BY | X REPORT ANNOTATED ON CONTROL DOCUMENT | ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED |
|---|---|---|
| OCO | | |
| C & L DIVISION, CTBR. | DATE 9/15/67 | SIGNATURE W. Zuraick |
| X C & T DIVISION | | |

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 3-67 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(4-10)

14-00000

SECRET
(When Filled In)

# REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 7 July 1965

2. NAME (Last, First, Middle): BAGLEY, Tennent H.

3. POSITION TITLE: Ops Off Ch

4. GRADE: GS-16

5. OFFICE, DIVISION, BRANCH: DDP/SR

6. EMPLOYEE'S EXT.: 4496

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [x] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

| | |
|---|---|
| ETD | |
| STATION | |
| TDY OR PCS | |
| TYPE OF COVER | |
| NO. OF DEPENDENTS TO ACCOMPANY | |
| NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED | |

- [ ] RETURN FROM OVERSEAS

| | |
|---|---|
| ETA | |
| STATION | |
| NO. OF DEP.'S | |

(PRESENT TDY STANDBY EXPIRES SEP 65)

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [x] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: [signature]

Lorenzo E. Norbeck

ROOM NO. & BUILDING: 5B4804

EXT.: 5923

10. COMMENTS

QUALIFIED FOR TDY STA[illegible]
UNTIL [illegible]

11. REPORT OF EVALUATION

JOE S. CLINE

DATE: 7 23 65

SIGNATURE FOR CHIEF OF MEDICAL STAFF: [signature]

FORM 10-59 259 USE PREVIOUS EDITIONS.

SECRET

BAGLEY TENNENT H | 56043 | 52F8

NAME OF EMPLOYEE | EMPLOYEE SERIAL NO. | COMPLETED BY EMPLOYEE: YES [ ] NO [ ] | TELEPHONE EXT.

SECRET (WHEN FILLED IN)

DO NOT FOLD, STAPLE, SPINDLE, OR MUTILATE

RECORD OF OVERSEAS SERVICE

| INSTRUCTIONS | DO NOT WRITE IN COLUMN (29-31) | WHERE SERVICE WAS PERFORMED | PCS - 1 TDY - 2 (ENTER NO.) (32) | DATES FROM MO (33-34) | DATES FROM YR (35-36) | DATES TO MO (37-38) | DATES TO YR (39-40) | SERVICE AS CIVILIAN - 1 MILITARY - 2 (ENTER NO.) (41) | RESPONSIBLE U.S. GOVT. DEPT. OR AGENCY | DO NOT WRITE IN COLUMN (42-44) |
|---|---|---|---|---|---|---|---|---|---|---|
| THIS FORM MUST BE RETURNED WHETHER YOU HAVE HAD OVERSEAS SERVICE OR NOT. | 050 | AUSTRIA | 1 | [illegible] | 51 | [illegible] | [illegible] | 1 | CIA | 100 |
| PLEASE READ CAREFULLY INSTRUCTIONS ON ACCOMPANYING | 801 | EUROPE | 2 | [illegible] | [illegible] | 03 | 56 | 1 | | 100 |
| CARD; THEN FILL OUT THIS FORM | 801 | EUROPE | 2 | [illegible] | [illegible] | 06 | 56 | 1 | | 100 |
| AS ACCURATELY AS POSSIBLE. | 805 | [illegible] | 2 | 12 | 57 | 12 | 57 | 1 | | 100 |
| | 690 | [illegible]ERLAND | 1 | [illegible] | [illegible] | 06 | 58 | 1 | | 100 |
| | 807 | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | 2 | [illegible] | 620 |

IF ADDITIONAL SPACE IS NEEDED CHECK HERE [ ] AND ASK YOUR ADMINISTRATIVE OFFICER FOR SUPPLEMENTAL CARDS

SECRET

FORM 1451

14-00000

CONFIDENTIAL
(When Filled In)

**MEMORANDUM OF UNDERSTANDING**

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Tennent H. Bagley — 24 Oct 62

Signature — Date

TENNENT BAGLEY

CONFIDENTIAL

14-00000

SECRET
(When Filled In)

# CAREER PREFERENCE OUTLINE

This Outline, when completed, is a documented description of the individual's career interests and proposed career activities together with the comments of his supervisor and his Career Service. The original will be filed in the employee's Official Personnel Folder and will serve as a guide for future personnel actions affecting him. Implementation of career preferences must depend upon the needs of the Organization.

\- CONSULT ATTACHED INSTRUCTION SHEET PRIOR TO COMPLETING THIS OUTLINE -

**SECTION A. GENERAL**

| 1. NAME OF EMPLOYEE (Last-First-Middle) | 2. DATE OF BIRTH | 3. SERVICE DESIGNATION | 4. GRADE |
|---|---|---|---|
| BAGLEY, Tennent H. | 11 Nov 1925 | DI | GS-13 |

| 5. ORGANIZATIONAL TITLE | 6. POSITION TITLE | 7. OCCUPATIONAL CODE | 8. OFFICE OF ASSIGNMENT |
|---|---|---|---|
| | Intelligence Officer(CI) | | EE/Poland |

**SECTION B. CAREER INTERESTS**

9. GENERAL TYPE OF ACTIVITY

FI Operations (including planning and supervision)

10. SPECIFIC TYPE OF ACTIVITY (Including assignments)
A. IMMEDIATE (Within next 1 to 2 years)

Remain in EE Division plus training and rotation in order to prepare for field assignment.
Overseas tour - EE area - FI Operations

B. LONG-RANGE (Within next 3 to 5 years)

Return to field station, followed by PCS, Headquarters, EE Division

**SECTION C. TRAINING**

11. ORGANIZATIONAL, EXTERNAL, AND ON-THE-JOB TRAINING
A. IMMEDIATE (Within next 1 to 2 years)

Clandestine Services Review, C.10
Audio Surveillance Management, C.24
Communist Party Organization and Operations, C.2

B. LONG-RANGE (Within next 3 to 5 years)

12. ADDITIONAL COMMENTS

| I RECOGNIZE THAT THE IMPLEMENTATION OF MY CAREER PREFERENCES MUST DEPEND UPON THE NEEDS OF THE ORGANIZATION. I UNDERSTAND THAT MY PERFORMANCE, CAPABILITIES AND INTERESTS WILL BE GIVEN DUE CONSIDERATION. | 13. DATE COMPLETED | 14. SIGNATURE OF EMPLOYEE |
|---|---|---|
| | 7 Feb 57 | See Item 21 |

14-00000

SECRET
(When Filled In)

| SECTION D. | COMMENTS BY SUPERVISOR |
|---|---|
| 15. RELATIVE TO CAREER INTERESTS OF EMPLOYEE | |
| 16. RELATIVE TO TRAINING FOR EMPLOYEE | See Item 21 |
| 17. TYPED OR PRINTED NAME OF SUPERVISOR | 18. SIGNATURE |
| 19. TITLE | 20. DATE |

| SECTION E. | FOR USE OF CAREER SERVICE |
|---|---|
| 21. COMMENTS<br><br>Detailed Individual Career Plan approved by FI Panel on file in FI Career Management Office, 2018 L | |
| 22. TYPED OR PRINTED NAME<br>Robert A. Skeels | 23. SIGNATURE<br>Robert A. Skeels |
| 24. TITLE<br>FI Career Management Officer | 25. DATE<br>21 FEB 1957 |
| LEAVE BLANK | |

SECRET

T & R

CONFIDENTIAL
(When Filled In)

1. NAME (Last) Bagley (First) Tennent (Middle) H.

2. THIS DATE 1 June 56

3. THE FOLLOWING AGENCY SPONSORED INSURANCE PROGRAMS HAVE BEEN EXPLAINED TO ME

- [✓] GOVERNMENT EMPLOYEES PROTECTIVE ASSOCIATION (GEPA)
- [✓] GROUP HOSPITALIZATION INCORPORATED (GHI)
- [✓] MUTUAL BENEFIT OF OMAHA - HOSPITALIZATION
- [✓] UNITED LIFE INSURANCE (UBLIC)
- [✓] AIR TRIP INSURANCE
- [✓] DREAD DISEASES *
- [✓] INCOME REPLACEMENT * Dis. Ins.

* CASH PAYMENT OF PREMIUMS AT THE TIME EMPLOYEE APPLIES FOR INSURANCE MUST COVER THE PERIOD OF TIME HE WILL BE AWAY FROM HEADQUARTERS.

4. ITINERARY (To be completed only for individuals making application for Air Trip Insurance)

5. I AM NOW PARTICIPATING, OR WOULD LIKE TO PARTICIPATE IN THE INSURANCE PROGRAMS LISTED BELOW.

SIGNATURE OF EMPLOYEE: Tennent H Bagley

| TYPE OF POLICY | DESIRED | NOW HAVE | POLICY NUMBER | DEDUCTIONS AUTHORIZED EACH PAY PERIOD | CASH PAID |
|---|---|---|---|---|---|
| Nat. Dis. Mutual | | ✓ | | already being deducted | |
| | | | | | |
| | | | | | |
| | | | | | |

6. I DO NOT ELECT TO PARTICIPATE IN ANY OF THE STATED INSURANCE PROGRAMS

SIGNATURE OF EMPLOYEE:

7. EMPLOYEE INTERVIEWED BY: CPB (Signature) H. Armstrong ICD (Signature)

8. REMARKS

When completed, the original of this form should be forwarded to TARB for incorporation in the employee's official personnel folder. The copy should be forwarded to CPB for retention in CPB files.

INSURANCE QUESTIONNAIRE

FORM NO. 797 REPLACES FORM 37-190
1 SEP 55 WHICH IS OBSOLETE.

CONFIDENTIAL

(4)

1 R

CONFIDENTIAL
(When Filled In)

1. NAME (Last) Bagley (First) Tennant (Middle) H
2. THIS DATE 21 Mar 56

3. THE FOLLOWING AGENCY SPONSORED INSURANCE PROGRAMS HAVE BEEN EXPLAINED TO ME

- [x] WAR AGENCIES EMPLOYEES PROTECTIVE ASSOCIATION (WAEPA)
- [x] GROUP HOSPITALIZATION INCORPORATED (GHI)
- [x] MUTUAL BENEFIT OF OMAHA - HOSPITALIZATION
- [x] UNITED LIFE INSURANCE (UBLIC)
- [x] AIR TRIP INSURANCE
- [x] DREAD DISEASES *
- [x] INCOME REPLACEMENT *

* CASH PAYMENT OF PREMIUMS AT THE TIME EMPLOYEE APPLIES FOR INSURANCE MUST COVER THE PERIOD OF TIME HE WILL BE AWAY FROM HEADQUARTERS.

4. ITINERARY (To be completed only for individuals making application for Air Trip Insurance)

5. I AM NOW PARTICIPATING, OR WOULD LIKE TO PARTICIPATE IN THE INSURANCE PROGRAMS LISTED BELOW.

SIGNATURE OF EMPLOYEE: Tennant H Bagley

| TYPE OF POLICY | DESIRED | NOW HAVE | POLICY NUMBER | DEDUCTIONS AUTHORIZED EACH PAY PERIOD | CASH PAID |
|---|---|---|---|---|---|
| G.H.I. | | ✓ | | empd | |
| | | | | | |
| | | | | | |
| Fed Empl I | | ✓ | | | |

6. I DO NOT ELECT TO PARTICIPATE IN ANY OF THE STATED INSURANCE PROGRAMS

SIGNATURE OF EMPLOYEE

7. EMPLOYEE INTERVIEWED BY — CPB (Signature) E. Jaki — ICD (Signature)

8. REMARKS

When completed, the original of this form should be forwarded to TARB for incorporation in the employee's official personnel folder. The copy should be forwarded to CPB for retention in CPB files.

INSURANCE QUESTIONNAIRE

FORM NO. 797 REPLACES FORM 37-190 WHICH IS OBSOLETE.
1 SEP 55

CONFIDENTIAL

(4)

14-00000

*PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM*

# STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE

OFFICE | DIVISION | BRANCH | SECTION

## I FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)

| AGENCY | LOCATION | FROM DA. | FROM MO. | FROM YR. | TO DA. | TO MO. | TO YR. | TOTAL SERVICE DA. | TOTAL SERVICE MO. | TOTAL SERVICE YR. |
|---|---|---|---|---|---|---|---|---|---|---|
| Organization | | 24 | 7 | 1950 | 31 | 12 | 51 | 8 | 5 | 1 |
| Department of State | Geneva, Switzerld. | | | | | | | 28 | 3 | |
| | (part time; see remarks, below) | | | | | | | | | |
| SED: verified 4/8/47 – 12/31/51 J. Gibbon | | | | | | | | | | |
| | | | | | | | Total Civilian Service | 2 | 9 | 1 |

## II MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)

| BRANCH OF SERVICE | FROM DA. | FROM MO. | FROM YR. | TO DA. | TO MO. | TO YR. | TOTAL SERVICE DA. | TOTAL SERVICE MO. | TOTAL SERVICE YR. |
|---|---|---|---|---|---|---|---|---|---|
| Marine Corps | 11 | 3 | 1943 | 26 | 6 | 1946 | 16 | 3 | 3 |
| " " NC | 10 | 1 | 1949 | 21 | 1 | 1949 | 12 | — | — |
| " " NC | 25 | 8 | 1949 | 26 | 8 | 1949 | 12 | | |
| | | | | | | Total Military Service | 10 | 4 | 3 |

## III CERTIFICATION

I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.

Lennonth H. Bagley

28 February 1952 — DATE

SIGNATURE OF EMPLOYEE

## IV REMARKS: (CONCERNING ABOVE SERVICE)

Part-time work (four hours per day) for Department of State, Geneva, Switzerland: 15 April 1948–30 November 1948.

As of 31 Dec 51

MAY BE CONTINUED ON NON-DETACHABLE REVERSE SIDE

## V FOR PERSONNEL OFFICE USE ONLY

TOTAL CREDITABLE SERVICE

| DAYS | MONTHS | YEARS |
|---|---|---|
| 12 | 1 | 5 |

AGREEMENT

AGREEMENT made this 24th day of May, 1951, effective the 25th day of May, 1951, by and between the United States of America (hereinafter referred to as the Government), as represented by the Central Intelligence Agency, and Tennent H. Bagley (hereinafter referred to as the Employee).

RECITALS

A. The Government desires the services of the Employee for CIA under circumstances requiring the Employee to receive a Foreign Service Staff Corps designation from the Department of State and proposes to send the Employee overseas to Vienna, Austria for operations in the general area of ______________.

B. The Employee desires as an employee of the Government to serve CIA abroad under the supervision and control of the Assistant Director for Special Operations, CIA, (ADSO) and is willing to accept a designation in the Foreign Service Staff Corps with the obligations thereof.

In consideration of the premises, the mutual covenants and promises herein contained, and for other good and valuable considerations, the parties hereto agree as follows:

ARTICLE I. Relationship of Employee to the Department of State. The Employee, in so far as possible, shall abide by all the rules, regulations, and customs of the Foreign Service of the United States which affect personnel of the Foreign Service Staff Corps in order to appear as a normal member of the Foreign Service establishment.

1. The Employee shall rigidly comply with the provisions of Title X, Part A of the Foreign Service Act of 1946, prohibiting officers and employees of the Foreign Service from:

(a) Wearing uniforms;
(b) Accepting presents from foreign governments;
(c) Engaging in business abroad;
(d) Correspondence on affairs of foreign governments;
(e) Political, racial, religious, or color discrimination.

2. The Chief of the Foreign Service establishment and certain other key members of his staff will know about the employee's status and relationship under the terms of the TOP SECRET agreement between the Department of State and CIA. Other personnel may discover that there are certain irregularities in travel orders, position numbers, pay accounts, and other internal administrative procedures of the Foreign Service. Nevertheless, the Employee shall not divulge his relationship to CIA except with the expressed approval of the ADSO. While serving abroad, he shall for normal administration be under the control of the Chief of the Foreign Service establishment to which he is attached, but for operations, including travel as specified below, he shall be under the control of CIA.

3. The travel of the Employee shall be governed as follows:

(a) For temporary duty outside the continental limits of the United States within or beyond the Employee's stipulated area, he shall perform CIA operational travel as directed by the ADSO or his designee with the consent of the Chiefs of the Foreign Service establishment involved. TDY travel customary and necessary in the performance of routine Foreign Service Staff functions may be performed without clearance from the ADSO.

(b) For any travel to the United States, either temporary duty or permanent change of station, the Employee shall travel only at the direction of the ADSO after clearance has been arranged through the State Department in Washington.

(c) All travel will be directed and performed in accordance with Foreign Service rules and regulations.

4. Although the Employee's Foreign Service Staff Corps title, location, appointment, Foreign Service class, and other pertinent information may be published in the Foreign Service list and other publications of the Department of State, such listings shall not affect his employment and the obligations and duties stipulated in this contract.

5. All payments to be made under this contract, including reimbursement for travel expenses, shall be made to the Employee by the Department of State except payments referred to in ARTICLE II, Section 4.

ARTICLE II. Relationship of Employee to CIA. Although for all intents and purposes it will appear as though the Employee is employed by the Department of State as indicated in ARTICLE I above, he shall in fact be employed by and under the operational control of CIA. In so far as possible, he will be expected to abide by the rules, regulations, customary practices, and courtesies of the Foreign Service, but his ultimate responsibility will be to CIA. In the event of any conflict of authority in the field between the Department of State and CIA, the matter shall be referred to the ADSO for resolution.

1. The line of authority for the Employee shall be as follows:

(a) Senior Representative of OSO at Foreign Service establishment.
(b) OSO Foreign Branch Chief in Washington.
(c) Chief of Operations, OSO.
(d) ADSO
(e) Director of CIA.

2. All travel shall be directed by the ADSO in accordance with ARTICLE I, Section 3. The Employee shall request appropriate Foreign Service clearance for travel through the Senior OSO Representative at the Foreign Service establishment, who shall be responsible for arranging such clearance.

3. It is understood and agreed that the Employee's overseas assignment is to be for a minimum period of two years from the date of his arrival at his overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated in less than twenty-four months at the Employee's request, the following shall prevail:

(a) If the Employee resigns in less than twelve months from the date of his arrival at his overseas post of duty, he shall reimburse CIA for all travel expenses involved in the transportation of himself, his immediate family, household goods, and personal effects to the foreign station, and pay all such expenses for return to the United States. Such expenses for return to the United States and amounts expended by the Government on account of such travel and transportation shall be considered a debt due by the Employee to the United States.

(b) If the Employee desires to terminate between the twelfth and twenty-fourth month from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods, and personal effects to the United States.

4. If deemed necessary by CIA, the Employee may be reimbursed or advanced funds for operational expenses. Such amounts must be advanced or reimbursement made in accordance with CIA regulations, which require a full accounting of the amounts expended by the Employee. Therefore, the Employee will be required to account fully for any such funds advanced or reimbursed in accordance with CIA regulations.

ARTICLE III. Overseas Allowances and Transportation Expenses. When specifically authorized by the ADSO, the expenses of travel and transportation of the Employee, his immediate family, household goods and effects, including personally owned automobile and other allowances, will be paid the Employee in accordance with the Foreign Service Act of 1946 and regulations issued thereunder by the Department of State. When authorized by the ADSO, the Employee shall be paid a quarters allowance, cost of living allowance, or special foreign living allowance in accordance with the Foreign Service Act of 1946 and regulations issued thereunder. The amount of quarters and cost of living allowances and the special foreign living allowance is set forth in Bureau of the Budget Circular A-8, which is amended periodically to reflect adjustments in price indexes. Therefore, such allowances will be subject to change, and the amounts paid will vary according to Budget Circular A-8.

ARTICLE IV. Annual and Sick Leave. The Employee shall be permitted annual leave, sick leave, and leave of absence in accordance with Title IX, Part D of the Foreign Service Act of 1946. Under such Act, the Employee may be granted not to exceed sixty calendar days annual leave of absence with pay in each year. Annual leave which the Employee may receive and which is not used in any one year shall be accumulated for succeeding years until it totals 180 days. Sick leave with pay may be granted to the Employee at the rate of fifteen calendar days each calendar year and may be accumulated for succeeding years until it totals 120 days.

1. If the Employee is transferred from another Government Agency to this position, any annual or sick leave standing to his credit in such Agency, may be transferred, if appropriate, in accordance with E.O. 9837, 27 March 1947 issued pursuant to Section 935 of the Foreign Service Act of 1946.

ARTICLE V. Return to the United States. The Employee shall be ordered to the United States on leave of absence or permanent change of station upon completion of two years continuous service abroad or as soon as possible thereafter.

ARTICLE VI. Retirement: The Employee occupies a position within the purview of the Civil Service Retirement Act. Accordingly, deductions shall be made at the rate provided by law (presently 6%) from the Employee's basic salary and placed in the Civil Service Retirement Fund. The Employee may not avail himself of the provisions of the Foreign Service Retirement and Disability System, provided for in Title VIII of the Foreign Service Act of 1946.

ARTICLE VII. Medical Care and Hospitalization. In the event of illness or injury to the Employee requiring hospitalization not the result of vicious habits, intemperance, or misconduct on his part, and incurred in the line of duty while assigned abroad, the expenses of treatment of such illness or injury at a suitable hospital or clinic, and transportation expenses to such hospital or clinic may be paid by the Government in accordance with Title IX, Part E of the Foreign Service Act of 1946. Under appropriate regulations, a physical examination of the Employee will be made, together with necessary inoculations, or vaccinations, or the expense thereof will be paid to the Employee.

1. In the event of the death or disability of the Employee, the Employee or his dependents shall be afforded the benefits of the United States Employees' Compensation Act of 7 September 1916, as amended.

ARTICLE VIII. Equipment. The Employee may be furnished technical equipment and supplies to assist in the rendition of services hereunder, including an automobile where necessary. The Employee shall be responsible for such equipment and supplies issued to him by CIA in accordance with CIA Property Regulations. All such material shall remain the property of the Government regardless of any apparently conflicting ownership or the manner of registrations.

ARTICLE IX. Salary. The Employee shall receive a basic salary of $4,290.00 FSS-9 per year in accordance with Section 415 of the Foreign Service Act of 1946. In-class promotions shall be granted to the Employee in accordance with regulations established in the Department of State pursuant to Title VI, Part E, Section 642 of the Foreign Service Act of 1946. Other changes in status will be made only as specifically authorized by the ADSO.

ARTICLE X. Continuance of Pay and Allowances. If the Employee is determined by CIA to be absent in a status of "Missing", "Missing in Action", "Interned in a Neutral Country", "Captured by an Enemy", "Beleaguered", or "Besieged" he shall for the period he is determined to be in any such status be entitled to receive or to have credited to his account the same pay and allowances to which he was entitled at the beginning of such period of absence. Continuance of pay and allowances as specified above shall be as prescribed in the Missing Persons Act of 1942 (50 U.S.C.A. App 1001-1015, 7 March 1942).

SECRET

ARTICLE XI. General. The Employee shall comply with the following provisions, and violation thereof by the Employee shall be deemed a breach of this contract.

1. In participating in the programs and activities of any private organization, the Employee shall make it clear that the Department of State has no official connection with such organization and that it does not sponsor or sanction the viewpoints which he may express. In general, his relations with private organizations shall be governed by applicable Foreign Service Regulations.

2. Neither the Employee nor the members of his family shall act as correspondents for American or foreign newspapers, press syndicates, or associations unless special authorization has been obtained in advance from the ADSO. He shall not write for publication any article or other manuscript on political or controversial subjects. Articles of manuscripts on nonpolitical or noncontroversial subjects shall be submitted to the ADSO for review and approval prior to their submission to a publisher.

3. Neither the Employee nor members of his family shall correspond privately on personnel or other official matters with members of Congress, or officers in the Department of State, CIA, or other Governmental agencies.

4. Members of the Employees' family shall not be employed in the same Foreign Service office except during grave emergencies or when special authorization has been obtained in advance of employment from both the Department of State and CIA.

5. Before contracting marriage with a person of foreign nationality, the Employee shall request and obtain permission from the appropriate officials in both the Department of State and CIA. Any such marriage with an alien without obtaining advance permission shall be deemed a breach of this contract and shall result in termination of service with the Government.

6. In the event the Employee desires to resign from the service overseas, he shall submit a written resignation addressed to the ADSO, who will take appropriate steps to clear the matter with the Department of State.

ARTICLE XII. Security. This contract contains information affecting the national defense of the United States within the meaning of the Espionage Act (50 U.S.C. 31 and 32, as amended). Its transmission or the revelation of its contents in any manner to an unauthorized person is prohibited by law. Violation of this ARTICLE or any security agreement signed by the Employee with the Government shall result in immediate desciplinary action, which may include suspension separation from Government service, and may subject the Employee to criminal prosecution under the Espionage Act.

1. The termination of this contract will not release the Employee from the provisions of any security oaths which he may be required to take by CIA.

2. The Employee shall not publish, transmit, or divulge in any manner, information received by him as the result of his employment by the Government under this contract without specific written authority from the Director, CIA.

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SECRET

ARTICLE XIII. Orders and Directives. Orders and Directives received by the Employee from competent authority, including instructions received in briefing and training, shall be complied with by the Employee. No promises or commitments to the Employee of any nature whatsoever, beyond and in addition to the terms hereof, shall be binding on the Government unless and until such promise or commitment is reduced to writing and approved by an authorized official of CIA, and such writing placed with this contract thereby becoming an amendment hereto.

ARTICLE XIV. Amendments. The Government may at any time amend this contract and may terminate this contract upon thirty day prior notice to the Employee. If the Government proposes to amend this contract by reducing the salary provided for in ARTICLE II (including class promotions, or other authorized increases, if any) and such reduction is unacceptable to the Employee, resignation by the Employee for such reason shall be considered as a termination of this contract for the convenience of the Government. Where the Employee is directed to proceed to a new post on a permanent change of station by the ADSO, this contract will be deemed to have been amended to the extent of such change.

SECRET

ARTICLE XV. Special provisions. The following special provisions shall apply to the Employee under this contract.

Part (a) of Section 3 of ARTICLE II shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case, part (b) of Section 3 of ARTICLE II shall be deemed amended to read as follows: "(b) If the Employee desires to terminate or return to the United States prior to the expiration of twenty-four months from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods and personal effects to the United States".

ARTICLE IX does not apply. The employee shall receive an annual salary of $4,600.00 (GS-9), and, during the period of official duty overseas shall receive allowances based on such annual salary (including subsequent increases) computed in accordance with applicable Foreign Service Regulations. Initially, the sum of $4,290.00 per annum (FSS-9) (Plus in-class or class promotions) plus appropriate allowances based on this amount will be paid to employee directly by the Department of State. The difference between the authorized CIA salary and the salary paid by the Department of State, plus the difference, if any, between allowances based on the authorized CIA salary and the allowances based on salary payments by the Department of State and paid by them, shall be paid to the employee in accordance with his written instructions.

A lump sum payment for annual leave is to be paid up to 24 May 1951. Sick leave is to be held in escrow until such time as subject reverts back to GS-Status, at which time, accrued sick leave will be credited.

In the event any of the provisions in this Article are inconsistent with the provisions of any other Article in this contract, the provisions of this Article XV, shall govern and be determinative of the rights and obligations under this contract.

UNITED STATES OF AMERICA

BY: Charles W. Clayson
Assistant Chief, Personnel Division, C.

Tennent H. Bagley
Employee

WITNESS:

Harold H. [illegible]
Chief, Overseas Branch

14-00000

FORM DSP-34
9-1-48
FORMERLY FS-372

DEPARTMENT OF STATE

# APPLICATION FOR EMPLOYMENT IN THE FOREIGN SERVICE OF THE UNITED STATES

BUDGET BUREAU NO. 47-R071.1
APPROVAL EXPIRES AUGUST 31, 1950

THIS SPACE FOR OFFICE USE ONLY

INSTRUCTIONS—Answers to all questions must be typed or printed. All questions must be answered fully. If sufficient space has not been provided for your answer to any question, complete your answer under item # 37.

— PREVIOUS — CARDED — ACKNOWLEDGED
— INDEXED — INVESTIGATED — ACTION
CODE — OTHER —

DATE OF APPLICATION: Social Security No. 570-[illegible]-7775

POSITION APPLIED FOR:

THIS SPACE FOR OFFICE USE ONLY

1. NAME (Last) (First) (Middle) (Maiden, if any): BAGLEY, Tennent Harrington

2. HAVE YOU EVER BEEN KNOWN BY ANY OTHER NAME? ☐ YES ☒ NO
IF ANSWER IS "YES", GIVE FULL DETAILS UNDER ITEM #37.

3a. PERMANENT ADDRESS (Place from which transportation will be authorized if appointed. Street number and name): 2005 Soledad Avenue

3b. CITY, POSTAL ZONE, STATE: La Jolla, California

4. STATE OF WHICH YOU ARE A LEGAL RESIDENT: California

5. PRESENT ADDRESS IF DIFFERENT FROM ABOVE: 2168 Florida Avenue, N. W. Washington, D. C.

PRESENT BUSINESS PHONE:

PRESENT HOME PHONE: Adams 7619

6. DATE OF BIRTH (month, day, year): 11 November 1925

7. PLACE OF BIRTH (City, state, or country): Annapolis, Maryland

8a. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED?

8b. IF A NATURALIZED CITIZEN, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE

9. SEX: ☒ MALE ☐ FEMALE

10. HEIGHT: 5 FT. 11½ IN.

11. WEIGHT: 170 LBS.

12. MARITAL STATUS: ☒ SINGLE ☐ MARRIED ☐ WIDOWED ☐ DIVORCED ☐ SEPARATED

13. WHAT IS THE LOWEST BASE SALARY, EXCLUSIVE OF ALLOWANCES YOU WILL ACCEPT? $ PER ANNUM

14. WHAT RESTRICTIONS ARE THERE IF ANY ON YOUR IMMEDIATE AVAILABILITY FOR DUTY IN ANY PART OF THE WORLD?
None

15. FULL NAME OF HUSBAND/WIFE (If wife, maiden name)

b. DATE OF BIRTH

c. PLACE OF BIRTH (City, state, or country)

d. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED?

e. IF NATURALIZED, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE.

16. DEPENDENTS

| NAME | RELATIONSHIP | DATE OF BIRTH |
|---|---|---|
| None | | |
| | | |
| | | |
| | | |
| | | |

17. WHICH DEPENDENTS WOULD YOU WISH TO ACCOMPANY YOU ABROAD?

18a. FATHER'S NAME: David Worth Bagley

b. PLACE OF BIRTH: Raleigh, North Carolina

c. OCCUPATION: Retired

d. PRESENT ADDRESS: 2005 Soledad Avenue, La Jolla, California

e. IF BORN OUTSIDE U.S. DID FATHER EVER OBTAIN U.S. CITIZENSHIP? ☐ YES ☐ NO

19a. MOTHER'S MAIDEN NAME: Marie Louise Harrington

b. PLACE OF BIRTH: Colusa, California

c. OCCUPATION IF ANY: None

d. PRESENT ADDRESS: 2005 Soledad Avenue, La Jolla, California

e. IF BORN OUTSIDE U.S. DID MOTHER EVER OBTAIN U.S. CITIZENSHIP? ☐ YES ☐ NO

20a. CAN YOU TAKE DICTATION? ☐ YES ☒ NO W.P.M.

b. ARE YOU A STENOTYPIST? ☐ YES ☒ NO W.P.M.

c. CAN YOU TYPE BY TOUCH SYSTEM? ☒ YES ☐ NO 40 W.P.M.

d. NAME OTHER OFFICE MACHINES YOU OPERATE: None

14-00000

## 21. MILITARY STATUS

| | |
|---|---|
| a. IF YOU HAVE BEEN IN THE ARMED FORCES OR IN THE MERCHANT MARINE IN WHAT SERVICE AND BRANCH DID YOU SERVE? (e.g. U.S. Army; Field Artillery) U. S. Marine Corps | b. SERVICE OR SERIAL NUMBER 047506 |
| c. DATE OF ENTRY ON ACTIVE DUTY 1 July 1943 — d. RATE OR RANK AT TIME OF ENTRY Private | e. DATE OF HONORABLE DISCHARGE OR SEPARATION 26 June 1946 |
| f. RATE OR RANK AT TIME OF DISCHARGE OR SEPARATION Second Lieutenant | g. PRESENT RATE OR RANK IF ON ACTIVE DUTY First Lieutenant, USMCR, inactive |

22a. WHAT PERTINENT FEDERAL CIVIL SERVICE EXAMINATIONS HAVE YOU TAKEN? (Give year, title, and grade received)
None

b. DO YOU HAVE A PERMANENT CIVIL SERVICE STATUS IN THE FEDERAL GOVERNMENT? ☐ YES ☒ NO

c. IF NOW EMPLOYED IN THE FEDERAL GOVERNMENT GIVE PRESENT GRADE AND DATE OF LAST CHANGE IN GRADE

23. HAVE YOU EVER APPLIED FOR A POSITION UNDER THE DEPARTMENT OF STATE OR TAKEN AN EXAMINATION FOR A POSITION UNDER THE DEPARTMENT OF STATE? ☐ YES ☒ NO IF ANSWER IS "YES" GIVE PARTICULARS UNDER ITEM #37.

24. HAVE YOU EVER HELD A POSITION UNDER A FOREIGN GOVERNMENT? (Including service in the Armed Services of a Foreign power) ☐ YES ☒ NO IF ANSWER IS "YES" GIVE DETAILS UNDER ITEM #37.

25. OUTLINE YOUR TRAVEL OR RESIDENCE ABROAD GIVING DATES, PURPOSE, AND PLACES. (If not while in the Armed Forces give number, date, and place of issuance of American passport.)

1945 - 1946 - U. S. Marine Corps overseas
July 1947 - July 1950 - studies in Geneva, Switzerland; tourist in France, Switzerland, England, Belgium, and Italy.

26. FOREIGN LANGUAGES (Name and indicate the extent of your competence, i.e. Excellent, Good, Fair).

| a. LANGUAGE | b. READ | c. WRITE | d. SPEAK | e. UNDERSTAND |
|---|---|---|---|---|
| French | Excellent | Excellent | Excellent | Excellent |
| German | Fair | Fair | Fair | Fair |
| | | | | |
| | | | | |

## 27. EDUCATION

a. GRADE SCHOOL — CIRCLE HIGHEST GRADE COMPLETED 1 2 3 4 5 6 7 8

| | NAME AND ADDRESS | DATES ATTENDED | | YEARS COMPLETED | | DEGREES CONFERRED | MAJOR SUBJECTS | SEMESTER HOURS CREDIT |
|---|---|---|---|---|---|---|---|---|
| b. HIGH SCHOOLS OR PREPARATORY SCHOOLS | Menlo School, Menlo Park, California | Graduated June 1942 | | | | | | |
| c. COLLEGES OR UNIVERSITIES | Princeton University, N. J. | Sept42 | Jun43 | | 1 | | | |
| | U. of So. California, L.A. | Jun43 | Oct 44 | | | | | |
| | | Sept46 | Jun47 | | 3 | AB | Int. Rels. | |
| d. OTHER EDUCATIONAL INSTITUTIONS OR TRAINING SCHOOLS | University of Geneva, Switzerland | Jul47 | Jul50 | | 2½ | MA | " " | |
| | | | | | | PhD | " " | |

## 28. EMPLOYMENT

INSTRUCTIONS. (In the spaces provided below describe every position which you have held since you first began to work. Start with present position and work back to the first position which you held. Account for all periods of unemployment and state reasons of any unemployment indicated). Use continuation sheet if more space is required.

### PRESENT POSITION

| | | |
|---|---|---|
| DATES OF EMPLOYMENT (Month, year) FROM: July 1950 TO: Present | EXACT TITLE OF YOUR PRESENT POSITION | SALARY OR EARNINGS STARTING $ PER YR. PRESENT $ PER YR. |
| PLACE OF EMPLOYMENT (City, state) | DESCRIPTION OF YOUR WORK Unemployed | |
| NAME AND ADDRESS OF EMPLOYER | | |
| NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU | | |
| NAME AND TITLE OF YOUR IMMEDIATE SUPERVISOR | | |
| REASON FOR DESIRING TO CHANGE EMPLOYMENT | IF CURRENTLY EMPLOYED, MAY WE APPROACH PRESENT EMPLOYER? ☐ YES ☐ NO | |

| | | |
|---|---|---|
| DATES OF EMPLOYMENT *(Month, year)* FROM: TO: | EXACT TITLE OF YOUR POSITION | SALARY OR EARNINGS STARTING $ PER YR. FINAL $ PER YR. |
| PLACE OF EMPLOYMENT *(City, state)* | DESCRIPTION OF YOUR WORK | |
| NAME AND ADDRESS OF EMPLOYER | | |
| NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU | | |
| NAME AND TITLE OF IMMEDIATE SUPERVISOR | | |
| REASON FOR LEAVING | | |

| | | |
|---|---|---|
| DATES OF EMPLOYMENT *(Month, year)* FROM: TO: | EXACT TITLE OF YOUR POSITION | SALARY OR EARNINGS STARTING $ PER YR. FINAL $ PER YR. |
| PLACE OF EMPLOYMENT *(City, state)* | DESCRIPTION OF YOUR WORK | |
| NAME AND ADDRESS OF EMPLOYER | | |
| NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU | | |
| NAME AND TITLE OF IMMEDIATE SUPERVISOR | | |
| REASON FOR LEAVING | | |

| | | |
|---|---|---|
| DATES OF EMPLOYMENT *(Month, year)* FROM: TO: | EXACT TITLE OF YOUR POSITION | SALARY OR EARNINGS STARTING $ PER YR. FINAL $ PER YR. |
| PLACE OF EMPLOYMENT *(City, state)* | DESCRIPTION OF YOUR WORK | |
| NAME AND ADDRESS OF EMPLOYER | | |
| NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU | | |
| NAME AND TITLE OF IMMEDIATE SUPERVISOR | | |
| REASON FOR LEAVING | | |

29. OTHER POSITIONS HELD FOR LESS THAN THREE MONTHS AND PERIODS OF UNEMPLOYMENT. *(List—Beginning with most recent)*

| DURATION FROM | DURATION TO | POSITION | NAME AND ADDRESS OF EMPLOYER OR REASON FOR UNEMPLOYMENT | STARTING AND FINAL SALARY PER ANNUM |
|---|---|---|---|---|
| July 1948 | Dec. 1948 | Administrative Ass't. | U.S. Delegation, International Admin. Aeronaut. Radio Conference | Part time approx. $1 hr. |
| June 1948 | July 1948 | Administrative Ass't. | U. S. Delegation, Int. Telecom. Union, Admin. Council, Geneva | " " |
| Apr. 1948 | June 1948 | Administrative Ass't. | U.S. Delegation, Provisional Frequency Board, Geneva | " " |

30. HAVE YOU EVER BEEN DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?
☐ YES ☒ NO
IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM #37.

| | |
|---|---|
| 31a. HAVE YOU NOW OR HAVE YOU EVER HAD ANY PHYSICAL DEFECTS OR DISABILITIES WHATSOEVER? ☐ YES ☒ NO | b. HAVE YOU EVER BEEN UNDER TREATMENT FOR A MENTAL OR EMOTIONAL DISORDER? ☐ YES ☒ NO |
| c. WITHIN THE PAST TWELVE MONTHS, HAVE YOU FREQUENTLY USED INTOXICATING BEVERAGES TO EXCESS? ☐ YES ☒ NO | d. HAVE YOU EVER HAD TUBERCULOSIS? ☐ YES ☒ NO |
| e. WERE YOU EVER MEDICALLY DISCHARGED FROM THE ARMED FORCES? ☐ YES ☒ NO | IF ANY OF YOUR ANSWERS TO ANY OF THE ABOVE IS "YES" GIVE FULL PARTICULARS UNDER ITEM #37. |

| | |
|---|---|
| 32a. DOES YOUR FINANCIAL POSITION PERMIT DISCHARGE OF ALL DEBTS INCURRED? ☒ YES ☐ NO IF ANSWER IS "NO" STATE UNDER ITEM #37 THE NAMES OF CREDITORS, AMOUNTS DUE TO EACH, AND DATES ON WHICH THE OBLIGATIONS WERE CONTRACTED. | b. IF NOW RESIDING ABROAD HAVE YOU EVER PAID A U.S. INCOME TAX? ☐ YES ☐ NO IF ANSWER IS "YES" GIVE YEAR AND OFFICE OF LAST PAYMENT. |

33. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF ANY POLITICAL PARTY OR ORGANIZATION THAT ADVOCATES THE OVERTHROW OF THE GOVERNMENT OF THE UNITED STATES BY FORCE OR VIOLENCE?

☐ YES ☒ NO IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM #37.

34. HAVE YOU EVER BEEN ARRESTED OR DETAINED BY CIVIL OR MILITARY AUTHORITIES IN THE UNITED STATES OR IN ANY OTHER COUNTRY *(other than for minor traffic violations where the fine did not exceed $25?)* ☐ YES ☒ NO

IF SO, STATE UNDER ITEM #37 THE NAME AND LOCATION OF THE COURT, DATES AND DETAILS OF PROCEEDINGS, AND DISPOSITION.

35. LIST THREE COMPETENT AND RESPONSIBLE PERSONS IN THE UNITED STATES NOT RELATED TO YOU BY BLOOD OR MARRIAGE WHO ARE PARTICULARLY QUALIFIED TO SUPPLY DEFINITE INFORMATION REGARDING YOUR CHARACTER AND ABILITY *(do not give names of supervisors listed in answer to questions no. 28 or 29).*

| NAME | ADDRESS | OCCUPATION |
|---|---|---|
| **Paul T. Torian** | **Marine Corps Recruit Depot San Diego, California** | **Major, U.S.M.C.** |
| **Ernest V. Summers** | **U. S. Motors Los Angeles, California** | **Engineer** |
| **Louis A. Hopkins** | **Hopkins Pharmacy Long Beach, California** | **Druggist** |

36. MENTION HERE ANY SPECIAL QUALIFICATIONS OR ACHIEVEMENTS NOT COVERED ELSEWHERE IN THIS APPLICATION. INCLUDE SUCH ITEMS AS ANY BOOKS OR ARTICLES YOU HAVE WRITTEN, SPECIAL RESEARCH WORK, TECHNICAL SKILLS, HONORARY OR PROFESSIONAL SOCIETY MEMBERSHIPS, AND ANY OTHER INFORMATION YOU CONSIDER PERTINENT. YOU MAY INCLUDE ANY PERTINENT RELIGIOUS, CIVIC, WELFARE, OR ORGANIZATIONAL ACTIVITY WHICH YOU HAVE PERFORMED EITHER WITH OR WITHOUT COMPENSATION, SHOWING THE NUMBER OF HOURS PER WEEK AND NUMBER OF WEEKS PER YEAR IN WHICH YOU WERE ENGAGED IN SUCH ACTIVITY.

37. USE THIS SPACE FOR COMPLETING ANSWERS TO ANY OF THE FOREGOING QUESTIONS, NUMBERING ANSWER TO CORRESPOND WITH QUESTIONS. USE EXTRA SHEETS OF PAPER IF NECESSARY.

**Reserve status:** **U. S. Marine Corps Reserve, inactive (1st Lt., 047506)**

**Draft Classification:** **4-A (Local Board #1, Washington, D. C.)**

Presently serving under the provisions of the Civil Service Retirement Act.

CERTIFICATION

*False Statement on this Application is Cause for Dismissal.*

I DO SOLEMNLY AFFIRM THAT THE INFORMATION CONTAINED HEREIN IS CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF.

22 February 1957
DATE

[illegible]
NAME AS USUALLY WRITTEN AND WHICH WILL BE USED AS OFFICIAL SIGNATURE

14-00000

SECRET

# TRAINING EVALUATION

1. The official to whom this report is entrusted is personally responsible for it. Although he may within his discretion show it to other members of his staff, the report should never be shown to the student whom it concerns.

2. The report summarizes the findings, observations, and opinions of the various instructors during the course listed only, with no reference to other facts or findings about the student. More complete data is available in the files of the Training Division and may be examined after contacting the Records and Scheduling Officer.

STUDENT'S NAME Tennent Harrington Bagley  DATE OF REPORT 8 December 1950

TRAINING COURSE Advanced Operations - XI  DIVISION OSO/FDM  Age 25 GRADE GS-9

TRAINING PERIOD 30 October - 1 December 1950  PROJECTED ASSIGNMENT Intelligence Officer Germany

1. PERFORMANCE RECORD. The following grades show the achievement of the student in class problems and examinations. The total possible score is broken down to indicate the relative weighting of various factors. The overall adjectival rating is based on the following scale: 0 to 59% unsatisfactory; 60 to 79% satisfactory; 80 to 89% excellent; 90 to 100% superior.

| | | | Possible Score | Achieved Score |
|---|---|---|---|---|
| FACTS | (1) | Comprehension of mission of OSO | (40) | 36 |
| | (2) | Comprehension of mission of OPC | (40) | 36 |
| | (3) | Comprehension of operational procedures | (25) | 22 |
| | (4) | Comprehension of operational policy | (25) | 24 |
| | (5) | USSR and Communism (clandestine aspects) | (20) | 18 |
| SKILLS | (6) | Evaluation of operational data | (30) | 27 |
| | (7) | Operational planning | (30) | 26 |
| | (8) | Operational mechanics | (30) | 28 |
| | (9) | Personality analysis | (30) | 27 |
| | (10) | Personality manipulation | (30) | 29 |
| | | TOTAL | (300) | 273 |

Overall adjectival rating . . . . . Superior (91%)

2. TRAIT CHARACTERISTICS RECORD. The following indicates the various personality traits as observed by the instructors during the training period. The observations include the student's participation and conduct in training as well as his reactions to various problems and situations. A scale of 0 to 10 is used, 0 indicating that the trait has not been observed, the lower numbers indicating below average, and the higher indicating above average.

| | | Rating |
|---|---|---|
| (1) | Ability to get along and work with people | 9 |
| (2) | Ability to grasp instructions | 9 |
| (3) | Enthusiasm and interest in work | 9 |
| (4) | Industriousness | 10 |
| (5) | Practical intelligence | 8 |
| (6) | Astuteness | 7 |
| (7) | Adaptability | 7 |
| (8) | Effectiveness | 9 |
| (9) | Stability | 8 |
| (10) | Initiative | 9 |
| (11) | Imagination | 8 |
| (12) | Ability to handle and direct people | 8 |

3. COMMENTS - (To be used only in cases of outstanding strengths or weaknesses)

(See back of page)

[signature]
CHIEF INSTRUCTOR

Dist:
ADSO
Chief, FDM
STB
CAU
Files

APPROVED. [signature]
CHIEF, STB

REVIEWED. [signature]
CHIEF, XXX RES

FORM NO. 51-88
JAN 1950

SECRET

COMMENT:

It is worthy of note that Mr. Bagley is the third student to be rated Superior since the initiation of the AOC.

SECRET

12 December 1950

MEMORANDUM TO: Chief, FDM

FROM : Chief, TRD

SUBJECT : Mr. Tennent Harrington Bagley

1. It is with pleasure that the instructors and staff of TRD commend Mr. Tennent Harrington Bagley on his outstanding performance throughout the period of his training.

2. It is felt by the above mentioned officers that he is the type of individual which can contribute greatly to the mission of CIA.

W. R. PEERS
Chief, TRD

STANDARD FORM 61 (REVISED APRIL 1, 1950)
PROMULGATED BY CIVIL SERVICE COMMISSION
CHAPTER A1 FEDERAL PERSONNEL MANUAL

# APPOINTMENT AFFIDAVITS

IMPORTANT.—*Before swearing to these appointment affidavits, you should read and understand the attached information for appointee*

| CIA | ADVISORY COUNCIL | WASHINGTON, D. C. |
|---|---|---|
| (Department or agency) | (Bureau or division) | (Place of employment) |

I, Tennent Harrington Bagley, do solemnly swear (or affirm) that—

## A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

## B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

## C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

## D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

## E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers contained in my Application for Federal Employment, Form No. SF-57, dated 11 May 1950, 19___, filed with the above-named department or agency, which I have reviewed, are true and correct as of this date with the exceptions noted in the Declaration of Appointee on the reverse of this form. (If no exceptions, write "None" on the Declaration of Appointee.)

Tennent H. Bagley
(Signature of appointee)

Subscribed and sworn before me this 24th day of July, A. D. 1950,

at Washington, (City) D. C. (State)

[SEAL]

Frank G. Jurenas
(Signature of officer)

(Title)

NOTE.—*If the oath is taken before a Notary Public the date of expiration of his commission should be shown.*

16—64100-1

14-00000

# DECLARATION OF APPOINTEE

**This form is to be completed before entrance on duty. *Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below.* Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.**

1. PRESENT ADDRESS (street and number, city and State)
2121 FLORIDA AVE. NW, WASHINGTON, D.C.

2. (a) DATE OF BIRTH | (b) PLACE OF BIRTH (city or town and State or country)

| 3. (a) IN CASE OF EMERGENCY PLEASE NOTIFY | (b) RELATIONSHIP | (c) STREET AND NUMBER, CITY AND STATE | (d) TELEPHONE NO. |
|---|---|---|---|
| MRS. David W. Bagley | mother | 2005 SOLEDAD AVE LA JOLLA, CALIFORNIA | GLENCOE 5-4423 |

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO
*If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.*

| NAME | POST OFFICE ADDRESS (Give street number, if any) | (1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED | RELATIONSHIP | MARRIED | SINGLE (Check one) |
|---|---|---|---|---|---|
| | | 1. 2. 3. | | | |
| | | 1. 2. 3. | | | |
| | | 1. 2. 3. | | | |

| INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN | YES | NO |
|---|---|---|
| 5. ARE YOU A CITIZEN OF, OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES? | X | |
| 6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? *If your answer is "Yes", give details in Item 10.* | | \ |
| 7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating, if retired from military or naval service.* | | X |
| 8. HAVE YOU EVER BEEN DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? *If your answer is "Yes", give in Item 10 the name and address of employer, date, and reason in each case.* | | \ |
| 9. SINCE YOUR 16TH BIRTHDAY HAVE YOU EVER BEEN ARRESTED, INDICTED OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED OR IMPRISONED, OR PLACED ON PROBATION, OR HAVE YOU EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION, OR ORDINANCE (EXCLUDING MINOR TRAFFIC VIOLATIONS FOR WHICH A FINE OR FORFEITURE OF $30 OR LESS WAS IMPOSED)? *If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.* | | \ |

10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS

| ITEM NO. | WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY |
|---|---|
| | |

## INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) *Identity of appointee.*—The appointee's signature and handwriting are to be compared with the application and/or other pertinent papers. The physical appearance may be checked against the medical certificate. The appointee may also be questioned on his personal history for agreement with his previous statements.

(2) *Age.*—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) *Citizenship.*—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) *Members of Family.*—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 15—55103-1

CENTRAL INTELLIGENCE AGENCY
2430 E STREET NW.
WASHINGTON 25, D. C.

Date 24 July 1950

Dear Mr. Tennent H. Bagley:

1. This is to notify you that the United States Government as represented by the Central Intelligence Agency, has accepted your employment effective. 24 July 1950.

Position: Intelligence Officer GS-9

Base Salary: GS-9,, $4600.00 per annum

2. You will be:

a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Robert L. Nautes
Official authorized to sign letters of appointment

I accept the above agreement as a condition of my employment by CIA.

Tennent H. Bagley
Employee

24 July 1950
Date

Form No. 51-105
June 1948

14-00000

FORM NO. 37-42
FEB 1949

# TEST RECORD

A. EVALUATION OF TEST RESULTS

57-3

On basis of thest scores, subject appears well qualified for P-3 Intelligence Officer utilising academic background and pe tinent experience. Good knowledge of French indicated by reading test.

PALOGRAPH

| T | L | 1 | 2 | 3 | 4 | A | 6 | 7 | 8 | 9 | N |
|---|---|---|---|---|---|---|---|---|---|---|---|

R. F. McClellan

CONFIDENTIAL - Not to be Discussed with Applicant or Employee

DATE
7-20-49

NAME (Last, First, Middle Initial): BAGLEY, TENNENT, H.

SERVICE, GRADE, POSITION: P-3 Research Analyst

B. PERSONAL DATA

| AGE | SEX | STATUS | EDUCATION | | | | MAJOR: |
|---|---|---|---|---|---|---|---|
| | MALE / FEMALE | NEW / EMPL. | ELEM. | H.SCH. | COLLEGE | DEGREE | |
| 23 | MALE [X] | NEW [X] | | | | | |

C. RAW TEST DATA

| DATE | TYPING GROSS NET ERRORS | SHORTHAND 1 2 3 TOT. TIME |
|---|---|---|
| | | |

| TYPE OF TEST | RAW SCORE | PERCENTILE | TYPE OF TEST | RAW SCORE | PERCENTILE |
|---|---|---|---|---|---|
| DIRECTIONS | | | DIRECTIONS A | 25 | 9? |
| DAT: CLERICAL | | | LA-5 | | |
| SPELLING | | | GEN. TEST I | | |
| SENTENCES | | | FRENCH LL 46 | | |
| NUMERICAL AB. | | | FRENCH UL | | |
| ABSTR. REAS. | | | GERMAN LL | | |
| SPACE REL. | | | ITALIAN LL | | |
| VERB. REAS. | | | SPANISH LL | | |
| MECH. REAS. | | | Otis-Higher A | 74 | 99 |
| SUPV. TEST: FORM | | | | | |

| TYPE OF TEST | RAW SCORE | PERCENTILE |
|---|---|---|
| AREA INFO (AFFAIRS) | | |
| AREA INFO (PEOPLE) | | |
| BENNETT LIBRARY INFO | | |
| CIA CLASSIF. I | | |
| CIA CLASSIF. II | | |
| CORR. AND EFF. OF EXP. | | |
| CSC TEST: FORM | | |
| TECHNICAL READING | | |
| WATSON-GLASER: | | |
| GENERALIZATIONS | 20 | 99 |
| INFERENCES | 39 | 93 |
| DISC. ARGUMENTS | 74 | 65 |
| RECOG. ASSUMPTIONS | 19 | 99 |
| GEN. LOG. REAS. | 25 | 99 |
| CONSISTENCY | 25 | 95 |
| APPL. LOG. REAS. | 24 | 98 |

OSO REPORT OF PHYSICAL QUALIFICATIONS FOR DUTY

24 July 1950 194

BAGLEY, Tennent H. WAS GIVEN A PHYSICAL

EXAMINATION ON THIS DATE AND FOUND QUALIFIED FOR
#1 & New Employee

[XX] FULL DUTY OVERSEAS [ ] LIMITED DUTY OVERSEAS [ ] DUTY IN USA ONLY

PROFILE SERIAL (FOR ARMY EM ONLY) [ ] [ ] [ ] [ ] [ ] [ ]

DEFECTS NOTED:

None

JOHN R. TIETJEN, M. D.

FORM NO. 37-32
DEC 1948

REPORT OF PHYSICAL QUALIFICATIONS FOR DUTY

OSO

26 Jan 51 194

Bagley, Tennent WAS GIVEN A PHYSICAL

EXAMINATION ON THIS DATE AND FOUND QUALIFIED FOR

#1 Overseas
[XX] FULL DUTY OVERSEAS [ ] LIMITED DUTY OVERSEAS [ ] DUTY IN USA ONLY

PROFILE SERIAL (FOR ARMY EM ONLY) [ ] [ ] [ ] [ ] [ ] [ ]

DEFECTS NOTED:

None

JOHN R. TIETJEN, M.D.

FORM NO. 37-32
DEC 1948

**SECRET**
(WHEN FILLED IN)

## CERTIFICATION OF LANGUAGE PROFICIENCY

| 1. EMPLOYEE NO. | 2. NAME (LAST-FIRST-MIDDLE) | 3. TYPE CHANGE (A—ADD / C—CHANGE / D—DELETE) | CODE | 4. LANGUAGE DATA PRIOR TO TEST: LAN. CODE | R | W | P | S | U | I/T | YEAR |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | BAGLEY, TENNENT H. | | | | | | | | | | |

| 5. LANGUAGE DATA AFTER TEST: LAN. CODE | R | W | P | S | U | I/T | YEAR | 6. DATE TESTED | 7. DATE OF BIRTH | 8. GRADE | 9. OFFICE OR DIVISION |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | 09/22/66 | 11/11/25 | 16 | SB |

NOTICE TO PERSON TESTED

10. ON THE DATE SHOWN IN ITEM 6 ABOVE, YOU WERE TESTED IN ITALIAN (TUSCAN) BK87 (NAME OF LANGUAGE) AND YOUR TEST SCORES ARE AS FOLLOWS:

| READING | WRITING | PRONUNCIATION | SPEAKING | UNDERSTANDING |
|---|---|---|---|---|
| I | r | I | | I |

TEST RATINGS: Z = ZERO, S = SLIGHT, E = ELEMENTARY, I = INTERMEDIATE, H = HIGH, N = NATIVE

11. REMARKS

CODED FOR QUALIFICATIONS
DATE 21 OCT ...

12. SIGNATURE
Flo

13. LD NUMBER
12622

FORM 11-64 1273 OBSOLETE PREVIOUS EDITIONS (10-45) **SECRET** GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION 1 - OP/QAB

---

**SECRET**
(When Filled In)

## LANGUAGE PROFICIENCY AND AWARDS DATA

| 1. PERSONNEL SERIAL NO. (1-6) | 3. NAME (7-24) | 4. COMPONENT | 5. GRADE | 2. L D NO. |
|---|---|---|---|---|
| 156043 | Bagley, Tennent H. | KE | 14 | 6046 |

| 6. DATE OF BIRTH | 7. LANGUAGE | 8. CODE (25-27) | 9. DATE OF TEST | 10. ANNIVERSARY DATE (28-33) |
|---|---|---|---|---|
| Nov. 11, 1925 | French | 2-5 | June 16, 1960 | June 17, 1961 |

| 11. TEST PURPOSE | 12. TEST SCORES: READING (34) | WRITING (35) | PRONUNCIATION (36) | SPEAKING (37) | UNDERSTANDING (38) | 13. ELIGIBILITY (90): AWARDABLE (A / Y / M) | NOT AWARDABLE |
|---|---|---|---|---|---|---|---|
| AWARD / SKILL | I | I | H | H | H | | |

14. I CERTIFY THIS EMPLOYEE FOR AWARD

SIGNATURE | DATE

15. TYPE OF AWARD

| A-M | E-I-N | C | R-W-S | D-V |
|---|---|---|---|---|
| 3 3T6 M | H | | S | |

| | |
|---|---|
| 16. AMOUNT OF AWARD | $ 300.00 |
| 18. FEDERAL TAX DEDUCTION | $ |
| 19. STATE/DC TAX DEDUCTION | $ |
| 21. NET AMOUNT OF AWARD | $ |

17. I CERTIFY THAT FUNDS ARE AVAILABLE — OBLIGATION REF. NO. | SIGNATURE

20. CHARGE ALLOTMENT NO. | DATE

22. EMPLOYEE PAYROLL NO.

23. FORWARD CHECK TO

24. ALLOTMENT OF ASSIGNMENT

25. CHECK NO. | DATE

FORM 4-58 1273 USE PREVIOUS EDITIONS SECRET (10-45) MRD COPY

SECRET
(When Filled In)

## LANGUAGE PROFICIENCY AND AWARDS DATA

| | | | | |
|---|---|---|---|---|
| 1. PERSONNEL SERIAL NO. (1-6): 15604[illegible] | | | | 2. L D NO.: 6079 |
| 3. NAME (7-24): Bagley, Tennent H. | | 4. COMPONENT: [illegible] | 5. GRADE: 14 | 6. DATE OF BIRTH: Nov. 11, 192[illegible] |
| 7. LANGUAGE: Russian | 8. CODE (23-27): 6[illegible] | 9. DATE OF TEST: June 17, 1960 | | 10. ANNIVERSARY DATE (28-33): June 17, 1961 |

11. TEST PURPOSE: AWARD / SKILL

| 12. TEST SCORES | | | | | 13. ELIGIBILITY (39) | |
|---|---|---|---|---|---|---|
| READING (34) | WRITING (35) | PRONUNCIATION (36) | SPEAKING (37) | UNDERSTANDING (38) | AWARDABLE | NOT AWARDABLE |
| I | - | I | I | - | A ✓ M | |

14. I CERTIFY THIS EMPLOYEE FOR AWARD

SIGNATURE | DATE

| 15. TYPE OF AWARD | | | | |
|---|---|---|---|---|
| A-M | S-I-H | C | R-W-S | D-V |
| A | O-I | | [illegible] | V |

| | |
|---|---|
| 16. AMOUNT OF AWARD | $ 200.00 |
| 18. FEDERAL TAX DEDUCTION | $ |
| 19. STATE/DC TAX DEDUCTION | $ |
| 21. NET AMOUNT OF AWARD | $ |

23. FORWARD CHECK TO

17. I CERTIFY THAT FUNDS ARE AVAILABLE
OBLIGATION REF. NO. | SIGNATURE

20. CHARGE ALLOTMENT NO. | DATE

22. EMPLOYEE PAYROLL NO.

24. ALLOTMENT OF ASSIGNMENT

25. CHECK NO. | DATE

FORM 4-58 1273 USE PREVIOUS EDITIONS SECRET (10-45) MRD COPY

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SECRET
(When Filled In)

## LANGUAGE PROFICIENCY AND AWARDS DATA

| | | | | |
|---|---|---|---|---|
| 1. PERSONNEL SERIAL NO. (1-6): 15[illegible] | | | | 2. L D NO.: 6027 |
| 3. NAME (7-24): Bagley, Tennent H. | | 4. COMPONENT: [illegible] | 5. GRADE: 14 | 6. DATE OF BIRTH: Nov. 11, 1925 |
| 7. LANGUAGE: German | 8. CODE (23-27): 283 | 9. DATE OF TEST: June 15, 1960 | | 10. ANNIVERSARY DATE (28-33): June 17, 1962 |

11. TEST PURPOSE: AWARD / SKILL

| 12. TEST SCORES | | | | | 13. ELIGIBILITY (39) | |
|---|---|---|---|---|---|---|
| READING (34) | WRITING (35) | PRONUNCIATION (36) | SPEAKING (37) | UNDERSTANDING (38) | AWARDABLE | NOT AWARDABLE |
| H | I | H | H | H | A ✓ M | |

14. I CERTIFY THIS EMPLOYEE FOR AWARD

SIGNATURE | DATE

| 15. TYPE OF AWARD | | | | |
|---|---|---|---|---|
| A-M | S-I-H | C | R-W-S | D-V |
| [illegible] M | I | C | | |

| | |
|---|---|
| 16. AMOUNT OF AWARD | $ 300.00 |
| 18. FEDERAL TAX DEDUCTION | $ |
| 19. STATE/DC TAX DEDUCTION | $ |
| 21. NET AMOUNT OF AWARD | $ |

23. FORWARD CHECK TO

17. I CERTIFY THAT FUNDS ARE AVAILABLE
OBLIGATION REF. NO. | SIGNATURE

20. CHARGE ALLOTMENT NO. | DATE

22. EMPLOYEE PAYROLL NO.

24. ALLOTMENT OF ASSIGNMENT

25. CHECK NO. | DATE

FORM 4-58 1273 USE PREVIOUS EDITIONS SECRET (10-45) MRD COPY

14-00000

SECRET
(When Filled In)

# PERIODIC SUPPLEMENT
## PERSONAL HISTORY STATEMENT

THIS DATE: 30 July 1957

INSTRUCTIONS

*This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.*

**SECTION I — GENERAL**

1. FULL NAME (Last-First-Middle): BAGLEY, Tennent Harrington

18 SEP 1957

2. CURRENT ADDRESS (No., Street, City, Zone, State): Route 4, Box 365, Vienna, Virginia

3. PERMANENT ADDRESS (No., Street, City, Zone, State): 2721 Glenwick ~~Place~~, La Jolla, California

4. HOME TELEPHONE NUMBER: DUnkirk 5-9713

5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE: Virginia

**SECTION II — PERSON TO BE NOTIFIED IN CASE OF EMERGENCY**

1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S.: Maria L. Bagley

2. RELATIONSHIP: Wife

3. HOME ADDRESS (No., Street, City, Zone, State, Country): Route 4, Box 365, Vienna, Virginia

4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country). INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE: NA

5. HOME TELEPHONE NUMBER: DUnkirk 5-9713

6. BUSINESS TELEPHONE NUMBER: NA

7. BUSINESS TELEPHONE EXTENSION: NA

8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE.

NA

**SECTION III — MARITAL STATUS**

1. CHECK (X) ONE: [ ] SINGLE [X] MARRIED [ ] WIDOWED [ ] SEPARATED [ ] DIVORCED [ ] ANNULLED

2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS

*SPOUSE: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiance.*

3. NAME — (First): Maria — (Middle): — (Maiden): Lonyay — (Last): BAGLEY

4. DATE OF MARRIAGE: 16 June 1955

5. PLACE OF MARRIAGE (City, State, Country): Vienna, Austria

6. ADDRESS OF SPOUSE BEFORE MARRIAGE (No., Street, City, State, Country): Linke Wienzeile 18, Vienna VI, Austria

7. LIVING: [X] YES [ ] NO

8. DATE OF DEATH: NA

9. CAUSE OF DEATH: NA

10. CURRENT ADDRESS (Give last address, if deceased): Route 4, Box 365, Vienna, Virginia

11. DATE OF BIRTH: 4 September 1930

12. PLACE OF BIRTH (City, State, Country): Baden near Vienna, Austria

13. IF BORN OUTSIDE U.S., DATE OF ENTRY: 11 October 1955

14. PLACE OF ENTRY: New York, N.Y.

15. CITIZENSHIP (Country): Austrian

16. DATE ACQUIRED: January 1947

17. WHERE ACQUIRED (City, State, Country): Vienna, Austria

18. OCCUPATION: Housewife

19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers): NA

20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country): NA

CODED FOR QUALIFICATIONS DATE 6 JUN 1958

SECTION III CONTINUED TO PAGE 2

14-00000

SECRET
(When Filled In)

SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE OF SPOUSE (From- and To- ) BY MONTH AND YEAR
NA

22. BRANCH OF SERVICE
NA

23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED

24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN

NONE

SECTION IV — RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS

| | | | |
|---|---|---|---|
| 1 | 1. FULL NAME (Last-First-Middle): LONYAY, Ernst Leopold | 2. RELATIONSHIP: wife's father | 3. AGE: 59 |
| | 4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES: Austria, Vienna (Linke Weinzeile 18, Vienna VI, Austria) | | |
| | 5. CITIZENSHIP (Country): Austrian | 6. FREQUENCY OF CONTACT: wife's letter only - weekly | 7. DATE OF LAST CONTACT: July 1957 |
| 2 | 1. FULL NAME (Last-First-Middle): LONYAY, Charlotte | 2. RELATIONSHIP: wife's mother | 3. AGE: ? |
| | 4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES: Austria, Vienna | | |
| | 5. CITIZENSHIP (Country): Austrian | 6. FREQUENCY OF CONTACT: wife's letter's - weekly | 7. DATE OF LAST CONTACT: July 1957 |
| 3 | 1. FULL NAME (Last-First-Middle): LONYAY, Ludwig (Lajos) | 2. RELATIONSHIP: wife's brother | 3. AGE: 19 |
| | 4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES: Austria, Vienna | | |
| | 5. CITIZENSHIP (Country): Austrian | 6. FREQUENCY OF CONTACT: infrequent letter contact | 7. DATE OF LAST CONTACT: July 1957 |
| 4 | 1. FULL NAME (Last-First-Middle): LONYAY, Alexander | 2. RELATIONSHIP: wife's brother | 3. AGE: 3 |
| | 4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES: Austria, Vienna | | |
| | 5. CITIZENSHIP (Country): Austrian | 6. FREQUENCY OF CONTACT: None except through mother | 7. DATE OF LAST CONTACT: NA |

8. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

There is also an uncle, an aunt, and a grandmother of my wife living respectively in Rome, Paris and Vienna. All have been reported on in the past.

SECTION V — FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? [X] YES [ ] NO

2. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? [ ] YES [X] NO IF YOU HAVE ANSWERED "YES," GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.

3. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? [ ] YES [X] NO

4. IF YOU HAVE ANSWERED "YES" TO QUESTION 3 ABOVE, GIVE COMPLETE DETAILS.

NA

5. WITHOUT REFERENCE TO YOUR SALARY, STATE OTHER SOURCES OF RECURRENT INCOME NOT INDICATED BY PRECEDING ITEMS.

NA

SECTION V CONTINUED TO PAGE 3

SECRET

SECTION V CONTINUED FROM PAGE 2

6. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS

| NAME OF INSTITUTION | ADDRESS (City, State, Country) |
|---|---|
| National Savings and Trust Company | Washington, D.C. |
| | |
| | |
| | |

7. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? [ ] YES [X] NO

8. IF YOU HAVE ANSWERED "YES" TO QUESTION 7 ABOVE, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)

NA

**SECTION VI — CITIZENSHIP**

1. COUNTRY OF CURRENT CITIZENSHIP: USA

2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE: [X] BIRTH [ ] MARRIAGE [ ] OTHER (Specify):

3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? [ ] YES [X] NO

4. GIVE PARTICULARS: NA

5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.)

NA

**SECTION VII — EDUCATION**

1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED

| | | | |
|---|---|---|---|
| [ ] | LESS THAN HIGH SCHOOL GRADUATE | [ ] | OVER TWO YEARS OF COLLEGE - NO DEGREE |
| [ ] | HIGH SCHOOL GRADUATE | [ ] | BACHELOR'S DEGREE |
| [ ] | TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE | [ ] | GRADUATE STUDY LEADING TO HIGHER DEGREE |
| [ ] | TWO YEARS COLLEGE OR LESS | [ ] MASTER'S DEGREE | [X] DOCTOR'S DEGREE |

2. COLLEGE OR UNIVERSITY STUDY

| NAME AND LOCATION OF COLLEGE OR UNIVERSITY | SUBJECT: MAJOR | SUBJECT: MINOR | DATES ATTENDED: FROM | DATES ATTENDED: TO | DEGREE REC'D | DATE REC'D | SEM/QTR HRS. COMPLETED (Specify) |
|---|---|---|---|---|---|---|---|
| Princeton University | | | 1942 | spr.43 | | | 2 sem. |
| University of Southern California | Int. Rels. | Hist. PolSci | 1943-44 | 46-47 | AB | Jan 47 | also 1 sem.grad |
| University of Geneva, Switzerland (Graduate Institute of International Studies) | Pol. Sci. | | 1947 | 1948 | licence es sci. pol. | Jul | 48 |
| Same | " | | 1948 | 1950 | doctorate in pol.sci. | Jul 50 | |

3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

| NAME OF SCHOOL | STUDY OR SPECIALIZATION | DATES ATTENDED: FROM | DATES ATTENDED: TO | TOTAL HOURS |
|---|---|---|---|---|
| None | | | | |
| | | | | |

4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)

| NAME OF SCHOOL | STUDY OR SPECIALIZATION | DATES ATTENDED: FROM | DATES ATTENDED: TO | TOTAL WEEKS |
|---|---|---|---|---|
| Officer Candidate School, U.S. Marine Corps/ Quantico, Va. (also boot camp, other infantry training) | (Infantry) | early 45 | summer 45 | 16 |
| Sea School, San Diego | Sea duty, anti-aircraft artillery | Aug 45 | Sept. 45 | 5 |

5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE

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(When Filled In)

**SECTION VIII** — **GEOGRAPHIC AREA KNOWLEDGE**

1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT OTHER THAN ORGANIZATION EXPERIENCE. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE," INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.

| NAME OF REGION OR COUNTRY | TYPE OF SPECIALIZED KNOWLEDGE | DATES OF RESIDENCE, TRAVEL, ETC. | KNOWLEDGE ACQUIRED BY: RESIDENCE | TRAVEL | STUDY | WORK ASSIGNMENT |
|---|---|---|---|---|---|---|
| France, Switzerland | political affairs, history, geography | 1926-28, 47-50 | X | X | X | |
| Rest of Western Europe and Central Europe | " | 1947-50 | | X | X | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE

**Residence with family in 20's; graduate study and tourist travel in other areas, 1947-50.**

3. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE GAINED KNOWLEDGE AS A RESULT OF ORGANIZATION ASSIGNMENT OR ACTIVITY.

| NAME OF REGION OR COUNTRY | TYPE OF SPECIALIZED KNOWLEDGE | DATES OF RESIDENCE, TRAVEL, ETC. | KNOWLEDGE ACQUIRED BY: HDQTS ASSIGNMENT | FIELD ASSIGNMENT | TRAINING |
|---|---|---|---|---|---|
| Austria | political, economic, other | 1951-55 | | X | |
| Germany, Switzerland | " | 1951-56 | X | X | |
| Poland | " | 1955-57 (Hqs only) | X | | |
| Hungary, Czechoslovakia | " | study and operational activity 1951-57 | X | X | |
| | | | | | |

**SECTION IX** — **TYPING AND STENOGRAPHIC SKILLS**

| 1. TYPING (W.P.M.) | 2. SHORTHAND (W.P.M.) | 3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM |
|---|---|---|
| 40 | | GREGG / SPEEDWRITING / STENOTYPE / OTHER (Specify): |

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Mimeograph, Card Punch, etc.) None

**SECTION X** — **SPECIAL QUALIFICATIONS**

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH tennis (good), golf (fair), swimming (good), Chess (fair), skiing (fair) hunting (fair), fishing (fair)

2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK

3. EXCLUDING EQUIPMENT NOTED IN SECTION X, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.

None

4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.

No

| 5. FIRST LICENSE OR CERTIFICATE (Year of issue) | 6. LATEST LICENSE OR CERTIFICATE (Year of issue) |
|---|---|
| | |

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SECTION X CONTINUED FROM PAGE 4

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

International Protection of National Minorities, 1950 (book written/and published as doctoral dissertation)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

None.

9. LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

None.

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

None.

SECTION XI ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE

**1**

1. INCLUSIVE DATES (From- and To-): July 1950-June 1951
2. GRADE: GS-9
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: Advisory Council and FDM German and Austrian Branches.
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: 0
5. OFFICIAL POSITION TITLE: -
6. DESCRIPTION OF DUTIES: desk case officer and undergoing training and integration into State Dept.

**2**

1. INCLUSIVE DATES (From- and To-): July 1951 to September 1955
2. GRADE: GS-12
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: FDM and EE Division, Austrian Station
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: 4-5
5. OFFICIAL POSITION TITLE: Case Off cer and Chief, CE Austria
6. DESCRIPTION OF DUTIES: Handling of Agents against Soviet, Satellite and Austrian targets; organizing and supervising CE activity in Vienna; handling double agents; debriefing defectors from intelligence services; temporary work in audio and photographic support work.

**3**

1. INCLUSIVE DATES (From- and To-): November 55 to date
2. GRADE: GS-13
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: EE/Polish Branch
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: about 20
5. OFFICIAL POSITION TITLE: Chief of Operations, Polish Branch ~~Chief, CE-Poland~~
6. DESCRIPTION OF DUTIES: Organization, planning and supervision of world-wide operational activity against the Polish target. Lecturing to CE course in TRD. Organized tutorial course for EE Division.

**4**

1. INCLUSIVE DATES (From- and To-):
2. GRADE:
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT:
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION:
5. OFFICIAL POSITION TITLE:
6. DESCRIPTION OF DUTIES:

**5**

1. INCLUSIVE DATES (From- and To-):
2. GRADE:
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT:
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION:
5. OFFICIAL POSITION TITLE:
6. DESCRIPTION OF DUTIES:

(Use additional pages if required)

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(When Filled In)

SECTION XII — CHILDREN AND OTHER DEPENDENTS

| | | | |
|---|---|---|---|
| 1. NUMBER OF CHILDREN (Including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING. | 1 | 2. NUMBER OF OTHER DEPENDENTS (Including spouse, parents, stepparents, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING. | 0 |

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

| NAME | RELATIONSHIP | YEAR OF BIRTH | SEX | | CITIZENSHIP | ADDRESS |
|---|---|---|---|---|---|---|
| | | | M | F | | |
| Christine Bagley | daughter | 1957 | | X | US | Rt. 4 Box 365, Vienna, Va. |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

| DATE COMPLETED | SIGNATURE OF EMPLOYEE |
|---|---|
| | |

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SECRET
(When Filled In)

| (1-6) 156043 | LANGUAGE DATA RECORD | | | | |
|---|---|---|---|---|---|
| PART I—GENERAL | | | | | |
| 1. NAME (Last-First-Middle) (7-24) BAGLEY, Tennent Harrington | | 2. DATE OF BIRTH (25-30) MONTH Nov. | DAY 11 | YEAR 1925 | |
| 3. LANGUAGE (31-33) ITALIAN 373 | 4. TODAY'S DATE (34-39) MONTH JUNE | DAY 17 | YEAR 1957 | 5. ☐ I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE | |

PART II—LANGUAGE ELEMENTS

**SECTION A.** Reading (40)

1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.
$\textcircled{3}$ I CAN READ TEXTS OF AVERAGE DIFFICULTY (*newspapers, reference materials, etc.*), USING THE DICTIONARY FREQUENTLY.
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.
5. I HAVE NO READING ABILITY IN THE LANGUAGE.

**SECTION B.** Writing (41)

1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.
$\textcircled{4}$ I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.
5. I CANNOT WRITE IN THE LANGUAGE.

**SECTION C.** Pronunciation (42)

1. MY PRONUNCIATION IS NATIVE.
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.
$\textcircled{4}$ MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.
5. I HAVE NO SKILL IN PRONUNCIATION.

*CONTINUE ON REVERSE SIDE*

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## CONTINUATION OF PART II—LANGUAGE ELEMENTS

**SECTION D. Speaking (43)**

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
$\textcircled{4}$ I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

**SECTION E. Understanding (44)**

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
$\textcircled{4}$ I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

**BEFORE CONTINUING — CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.**

## PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
$\textcircled{4}$ NONE OF THE ABOVE STATEMENTS APPLY.

## PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE-PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

| DATE SIGNED | SIGNATURE |
|---|---|
| 17 June 1957 | Tennent H. Bagley |
| (46) | (47) |

SECRET
(When Filled In)

(1-6) 151043

# LANGUAGE DATA RECORD

## PART I—GENERAL

| 1. NAME (Last-First-Middle) (7-24) | 2. DATE OF BIRTH (25-30) MONTH | DAY | YEAR |
|---|---|---|---|
| BAGLEY, TENNENT HARRINGTON | Nov. | 11 | 1925 |

| 3. LANGUAGE (31-33) | 4. TODAY'S DATE (34-39) MONTH | DAY | YEAR | 5. |
|---|---|---|---|---|
| German 983 | June | 17 | 1957 | ☐ I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE |

## PART II—LANGUAGE ELEMENTS

**SECTION A.** Reading (40)

(1.) I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.

2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.

3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (*newspapers, reference materials, etc.*), USING THE DICTIONARY FREQUENTLY.

4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.

5. I HAVE NO READING ABILITY IN THE LANGUAGE.

**SECTION B.** Writing (41)

1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.

(2.) I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.

3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.

4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.

5. I CANNOT WRITE IN THE LANGUAGE.

**SECTION C.** Pronunciation (42)

1. MY PRONUNCIATION IS NATIVE.

(2.) WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.

(3.) MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.

4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.

5. I HAVE NO SKILL IN PRONUNCIATION.

*CONTINUE ON REVERSE SIDE*

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## CONTINUATION OF PART II—LANGUAGE ELEMENTS

**SECTION D.** **Speaking (43)**

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.

2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.

$\textcircled{3}$ I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.

4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.

5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

**SECTION E.** **Understanding (44)**

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.

$\textcircled{2}$ I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.

3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.

4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.

5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

**BEFORE CONTINUING – CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.**

## PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

$\textcircled{1}$ I HAVE HAD EXPERIENCE AS A TRANSLATOR.

2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.

3. BOTH OF THE ABOVE STATEMENTS APPLY.

4. NONE OF THE ABOVE STATEMENTS APPLY.

## PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

| DATE SIGNED | SIGNATURE |
|---|---|
| 17 June 1957 | Tennent H. Bagley |
| (46) C | (47) T |

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SECRET
(When Filled In)

| (1-6) | LANGUAGE DATA RECORD |
|---|---|
| 156043 | |

**PART I—GENERAL**

| 1. NAME (Last-First-Middle) (7-24) | 2. DATE OF BIRTH (25-30) | | |
|---|---|---|---|
| | MONTH | DAY | YEAR |
| BAGLEY, Tennent Harrington | Nov. | 11 | 1925 |

| 3. LANGUAGE (31-33) | 4. TODAY'S DATE (34-39) | | | 5. |
|---|---|---|---|---|
| | MONTH | DAY | YEAR | |
| FRENCH 265 | JUNE | 17 | 1957 | ☐ I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE |

**PART II—LANGUAGE ELEMENTS**

**SECTION A. Reading (40)**

(1.) I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.

2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.

3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.

4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.

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**SECTION B. Writing (41)**

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4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.

5. I CANNOT WRITE IN THE LANGUAGE.

**SECTION C. Pronunciation (42)**

(1.) MY PRONUNCIATION IS NATIVE.

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4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.

5. I HAVE NO SKILL IN PRONUNCIATION.

CONTINUE ON REVERSE SIDE

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**CONTINUATION OF PART II—LANGUAGE ELEMENTS**

**SECTION D.** Speaking (43)

(1.) I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.

2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.

3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.

4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.

5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

**SECTION E.** Understanding (44)

(1.) I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.

2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.

3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.

4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.

5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

**BEFORE CONTINUING — CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.**

**PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)**

(1.) I HAVE HAD EXPERIENCE AS A TRANSLATOR.

2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.

3. BOTH OF THE ABOVE STATEMENTS APPLY.

4. NONE OF THE ABOVE STATEMENTS APPLY.

**PART IV—CERTIFICATION**

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

| DATE SIGNED | SIGNATURE |
|---|---|
| 17 June 1957 | Tennent H Bagley |
| (46) C | (47) A |

14-00000

36447

STANDARD FORM 57 NOV 1947
U S CIVIL SERVICE COMMISSION

# APPLICATION FOR FEDERAL EMPLOYMENT

INSTRUCTIONS. In order to prevent delay in consideration of your application, answer every question on this form clearly and completely. Typewrite or print in INK. In applying for a specific United States Civil Service examination, read the examination announcement carefully and follow all directions. If you are applying for a WRITTEN examination, follow the instructions on the admission card regarding disposition of this application. If you are applying for an UNWRITTEN examination, mail this application to the office named in the announcement. Be sure to mail to the same office any other forms required by the announcement. Notify the office with which you file your application of any change in your address.

APPLICATION NO. / ANNOUNCEMENT

1. NAME OF EXAMINATION OR KIND OF POSITION APPLIED FOR

2. OPTION(S) (if mentioned in examination announcement)

3. PLACE OF EMPLOYMENT APPLIED FOR (City and State)

4. DATE OF THIS APPLICATION: 11 May 1950

5. MR. / MRS. / MISS (First name) (Middle) (Maiden, if any) (Last): TENNENT HARRINGTON BAGLEY

6. (A) STREET AND NUMBER OR R. D. NUMBER: 2005 SOLEDAD AVENUE

(B) CITY OR POST OFFICE (including postal zone) AND STATE: LA JOLLA, CALIFORNIA

7. LEGAL OR VOTING RESIDENCE (State): CALIFORNIA

8. (A) OFFICE PHONE: —

(B) HOME PHONE:

9. DATE OF BIRTH (month, day, year): Nov. 11, 1925

10. ☐ MARRIED ☒ SINGLE

11. PLACE OF BIRTH (city and State; if born outside U. S., name city and country): Annapolis, Md.

12. ☒ MALE ☐ FEMALE

13. (A) HEIGHT WITHOUT SHOES: 5 FEET 11 INCHES (B) WEIGHT: 165 POUNDS

14. (A) HAVE YOU EVER BEEN EMPLOYED BY THE FEDERAL GOVERNMENT? ☐ YES ☐ NO

(B) IF SO, GIVE LAST GRADE AND DATE OF LAST CHANGE IN GRADE.

**DO NOT WRITE IN THIS BLOCK**
**For Use of Civil Service Commission Only**

| | MATERIAL | ENTERED REGISTER |
|---|---|---|
| ☐ APPOR. | ☐ SUBMITTED | |
| ☐ NON APPOR. | ☐ RETURNED | |

NOTATIONS: | APP. REVIEW: | APPROVED:

| OPTION | GRADE | EARNED RATING | PREFERENCE | AUGM. RATING |
|---|---|---|---|---|
| | | | ☐ 5 POINTS (TENT.) | |
| | | | ☐ 10 POINTS | |
| | | | ☐ WIFE OR WIDOW | |
| | | | ☐ DISAL. | |
| | | | ☐ BEING INVESTIGATED | |
| INITIALS AND DATE | | | | |

15. (A) WHAT IS THE LOWEST ENTRANCE SALARY YOU WILL ACCEPT? $ ........ PER YEAR
*You will not be considered for any position with a lower entrance salary.*

(B) CHECK IF YOU WILL ACCEPT SHORT-TERM APPOINTMENT IF OFFERED, FOR: ☐ 1 TO 3 MONTHS ☐ 3 TO 6 MONTHS ☐ 6 TO 12 MONTHS

NOTE. *Acceptance or refusal of a temporary short-term appointment will not affect your opportunity to obtain a probational appointment.*

(C) IF YOU ARE WILLING TO TRAVEL, SPECIFY: ☐ OCCASIONALLY ☐ FREQUENTLY ☐ CONSTANTLY

(D) CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: ☐ IN WASHINGTON, D. C. ☐ ANYWHERE IN THE UNITED STATES ☐ OUTSIDE THE UNITED STATES

(E) IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, GIVE ACCEPTABLE LOCATIONS.

16. EXPERIENCE: It is important for you to furnish all information requested below in sufficient detail to enable the Civil Service Commission and the appointing officers of agencies to give you full credit in determining your qualifications. Use a separate block for each position. Start with your present position and work back, explaining clearly the principal tasks which you performed in each position, accounting for all periods of unemployment. Experience gained more than 15 years ago which is not pertinent to the work for which you are applying may be summarized in one or more of the blocks. If your duties changed materially while working for the same employer, use a separate block to describe each position. You may include any pertinent religious, civic, welfare, or organizational activity which you have performed, either with or without compensation, showing the number of hours per week and weeks per year in which you were engaged in such activity. Military experience should be described in the spaces below in its proper sequence.

(a) If you were ever employed in any position under a name different from that shown in item 5 of this application, give under "Description of your work" for such position, the name used.

(b) If you have never been employed or are now unemployed, indicate that fact in the space provided below for "Present Position."

① PRESENT POSITION

| DATES OF EMPLOYMENT (month, year) | EXACT TITLE OF YOUR PRESENT POSITION | CLASSIFICATION GRADE (if in Federal Service) | SALARY OR EARNINGS |
|---|---|---|---|
| FROM: TO PRESENT TIME | None in period covered Dec 1948 - June 1950 | | STARTING, $ PER / PRESENT, $ PER |

PLACE OF EMPLOYMENT (city and State)

NAME AND TITLE OF IMMEDIATE SUPERVISOR

NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)

KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)

NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU

REASON FOR DESIRING TO CHANGE EMPLOYMENT

DESCRIPTION OF YOUR WORK

(CONTINUED ON NEXT PAGE)

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16 CONTINUED

② DATES OF EMPLOYMENT (month, year)
FROM: TO:

EXACT TITLE OF YOUR POSITION

CLASSIFICATION GRADE (if in Federal service)

SALARY OR EARNINGS:
STARTING $ PER
FINAL $ PER

PLACE OF EMPLOYMENT (city and State)

NAME AND TITLE OF IMMEDIATE SUPERVISOR

NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)

KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)

NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU

REASON FOR LEAVING

DESCRIPTION OF YOUR WORK

③ DATES OF EMPLOYMENT (month, year)
FROM: TO:

EXACT TITLE OF YOUR POSITION

CLASSIFICATION GRADE (if in Federal service)

SALARY OR EARNINGS:
STARTING $ PER
FINAL $ PER

PLACE OF EMPLOYMENT (city and State)

NAME AND TITLE OF IMMEDIATE SUPERVISOR

NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)

KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)

NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU

REASON FOR LEAVING

DESCRIPTION OF YOUR WORK

④ DATES OF EMPLOYMENT (month, year)
FROM: TO:

EXACT TITLE OF YOUR POSITION

CLASSIFICATION GRADE (if in Federal service)

SALARY OR EARNINGS:
STARTING $ PER
FINAL $ PER

PLACE OF EMPLOYMENT (city and State)

NAME AND TITLE OF IMMEDIATE SUPERVISOR

NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)

KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)

NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU

REASON FOR LEAVING

DESCRIPTION OF YOUR WORK

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| (5) DATES OF EMPLOYMENT (month, year) FROM: TO: | EXACT TITLE OF YOUR POSITION | CLASSIF. & GRADE (if in Federal service) | SALARY OR EARNINGS: STARTING $ PER / FINAL $ PER |
|---|---|---|---|

| PLACE OF EMPLOYMENT (city and State) | NAME AND TITLE OF IMMEDIATE SUPERVISOR |
|---|---|
| NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division) | KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.) |
| NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU | REASON FOR LEAVING |

DESCRIPTION OF YOUR WORK

If more space is required, use a continuation sheet (Standard Form No. 58) or a sheet of paper the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to inside of this application.

17. MILITARY TRAINING In the space below, describe any training received in the Armed Services (not already listed under Item 16) that would assist appointing officers in placing you most effectively. Indicate actual amount of training received, such as hours per week. Detailed information regarding any special service schools you attended is especially important. (Extra pages may be used to give full descriptions.)

| DATES FROM | DATES TO | LOCATION | DESCRIPTION OF TRAINING |
|---|---|---|---|
| | | | |

18. EDUCATION. (Circle highest grade completed):

1 2 3 4 5 6 7 8 9 10 11 12

MARK (X) THE APPROPRIATE BOX TO INDICATE SATISFACTORY COMPLETION OF:

☐ ELEMENTARY SCHOOL ☐ JUNIOR HIGH SCHOOL ☐ SENIOR HIGH SCHOOL

(A) GIVE NAME AND LOCATION OF LAST HIGH SCHOOL ATTENDED

(B) SUBJECTS STUDIED IN HIGH SCHOOL WHICH APPLY TO POSITION DESIRED

| (C) NAME AND LOCATION OF COLLEGE OR UNIVERSITY | MAJOR AND SPECIALTY | DATES ATTENDED FROM | DATES ATTENDED TO | YEARS COMPLETED DAY | YEARS COMPLETED NIGHT | DEGREES CONFERRED TITLE | DEGREES CONFERRED DATE | SEMESTER HOURS CREDIT |
|---|---|---|---|---|---|---|---|---|
| University of Geneva and Graduate Institute of International Studies, Geneva, Switzerland | internat'l relations | Oct 1949 | June 1950 | | | Ph.D. | 1950 (near completion) | |

| (D) LIST YOUR CHIEF UNDERGRADUATE COLLEGE SUBJECTS | SEMESTER HOURS | LIST YOUR CHIEF GRADUATE COLLEGE SUBJECTS | SEMESTER HOURS |
|---|---|---|---|
| | | | |

| (E) OTHER TRAINING SUCH AS VOCATIONAL, BUSINESS, STUDY COURSES GIVEN THROUGH THE ARMED FORCES INSTITUTE (show name and location of school) OR "IN SERVICE TRAINING" IN PUBLIC OR PRIVATE EMPLOYMENT | SUBJECTS STUDIED | DATES ATTENDED FROM | DATES ATTENDED TO | YEARS COMPLETED DAY | YEARS COMPLETED NIGHT |
|---|---|---|---|---|---|
| | | | | | |

19. INDICATE YOUR KNOWLEDGE OF FOREIGN LANGUAGES

| Language | Reading Exc. | Reading Good | Reading Fair | Speaking Exc. | Speaking Good | Speaking Fair | Understanding Exc. | Understanding Good | Understanding Fair |
|---|---|---|---|---|---|---|---|---|---|
| French | X | | | X | | | X | | |
| German, Italian | | | X | | | X | | | X |

20. IF YOU HAVE TRAVELLED OR RESIDED IN ANY FOREIGN COUNTRIES, INDICATE (1) NAMES OF COUNTRIES (2) DATES AND LENGTH OF TIME SPENT THERE, AND (3) REASON OR PURPOSE (e. g., military service, business, education, recreation)

France, Switzerland - Oct '49 - June 1950 - education

21. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE SUCH AS OPERATION OF SHORT WAVE RADIO, MULTILITH, COMPTOMETER, KEY-PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING ..... SHORTHAND .....

22. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (such as pilot, electrician, radio operator, teacher, lawyer, CPA, etc.)?

☐ YES ☑ NO GIVE KIND OF LICENSE AND STATE:

FIRST LICENSE OR CERTIFICATE (YEAR)

LATEST LICENSE OR CERTIFICATE (YEAR)

23. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:
(A) YOUR MORE IMPORTANT PUBLICATIONS (do not submit copies unless requested)
(B) YOUR PATENTS OR INVENTIONS
(C) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
(D) MEMBERSHIP IN PROFESSIONAL OR SCIENTIFIC SOCIETIES, ETC.
(E) HONORS AND FELLOWSHIPS RECEIVED.

(A) General Principles & Problems in the International Protection of Minorities — a Political Study

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24. REFERENCES. List three persons living in the United States or Territories of the United States who are NOT related to you and who have definite knowledge of your qualifications and fitness for the position for which you are applying. Do not repeat names of supervisors listed under Item 16 (EXPERIENCE).

| | FULL NAME | PRESENT BUSINESS OR HOME ADDRESS (Give complete current address, including street and number) | BUSINESS OR OCCUPATION |
|---|---|---|---|
| 1. | | | |
| 2. | | | |
| 3. | | | |

| INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN | YES | NO |
|---|---|---|
| 25. MAY INQUIRY BE MADE OF YOUR PRESENT EMPLOYER REGARDING YOUR CHARACTER, QUALIFICATIONS, ETC.? | | |
| 26. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES? | X | |
| 27. ARE YOU NOW OR HAVE YOU EVER BEEN, A MEMBER OF THE COMMUNIST PARTY, U. S. A. OR ANY COMMUNIST ORGANIZATION? | | X |
| 28. ARE YOU NOW, OR HAVE YOU EVER BEEN, A MEMBER OF A FASCIST ORGANIZATION? | | X |
| 29. ARE YOU NOW, OR HAVE YOU EVER BEEN A MEMBER OF ANY ORGANIZATION, ASSOCIATION, MOVEMENT, GROUP, OR COMBINATION OF PERSONS WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT, OR OF AN ORGANIZATION, ASSOCIATION, MOVEMENT, GROUP, OR COMBINATION OF PERSONS WHICH HAS ADOPTED A POLICY OF ADVOCATING OR APPROVING THE COMMISSION OF ACTS OF FORCE OR VIOLENCE TO DENY OTHER PERSONS THEIR RIGHTS UNDER THE CONSTITUTION OF THE UNITED STATES OR OF SEEKING TO ALTER THE FORM OF GOVERNMENT OF THE UNITED STATES BY UNCONSTITUTIONAL MEANS? | | X |
| *If your answer to question 27, 28, or 29 above is "yes," state in Item 39 the names of all such organizations, associations, movements, groups, or combination of persons and dates of membership. Give complete details of your activities therein and make any explanation you desire regarding your membership or activities therein.* | | |
| 30. SINCE YOUR 16TH BIRTHDAY, HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED, OR IMPRISONED OR PLACED ON PROBATION, OR HAS YOU EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION OR ORDINANCE (EXCLUDING MINOR TRAFFIC VIOLATIONS FOR WHICH A FINE OR FORFEITURE OF $5 OR LESS WAS IMPOSED)? *If your answer is "Yes," list all such cases under Item 39 below. Give in each case (1) the date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.* | | X |
| 31. HAVE YOU EVER BEEN DISCHARGED OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? *If your answer is "Yes," give in Item 39 the name and address of employer, date, and reason in each case.* | | X |
| 32. HAVE YOU EVER BEEN BARRED BY THE U. S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS? *If your answer is "Yes," give dates of and reasons for such debarment in Item 39.* | | X |
| 33. HAVE YOU ANY PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? *If your answer is "Yes," give complete details in Item 39 so that consideration can be given to your physical fitness for the job.* | | X |
| 34. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *If your answer is "Yes," give complete details in Item 39.* | | X |

| INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN | YES | NO |
|---|---|---|
| 35. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? *If your answer is "Yes," give details in Item 39.* | | X |
| 36. DOES THE UNITED STATES GOVERNMENT EMPLOY IN A CIVILIAN CAPACITY ANY RELATIVE OF YOURS (BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? *If your answer is "Yes," show in Item 39 for EACH such relative (1) full name, (2) present address; (3) relationship; (4) Department or Agency by which employed, and (5) kind of appointment.* | | X |

## SPECIAL INSTRUCTIONS FOR CLAIMING VETERAN PREFERENCE

A. If you are claiming preference as a PEACETIME VETERAN who has been awarded a campaign badge or service ribbon, or as a DISABLED VETERAN, or as the WIFE OF A DISABLED VETERAN, or as the WIDOW OF A WAR OR CAMPAIGN VETERAN, attach Veteran Preference Claim, CSC Form 14, together with proof specified therein.

B. If you are a WAR-TIME VETERAN not claiming disability preference, you should NOT submit your discharge with this application. Preference will be tentatively credited to you and if appointed, you will be required to submit to the appointing officer prior to entry on duty, official evidence of separation from active service in the armed forces of the United States in time of war.

| | YES | NO |
|---|---|---|
| 37. (A) WERE YOU EVER IN THE UNITED STATES MILITARY OR NAVAL SERVICE DURING TIME OF WAR? | X | |
| (B) IS THE WORD "HONORABLE" OR THE WORD "SATISFACTORY" USED IN YOUR DISCHARGE OR SEPARATION PAPERS TO SHOW THE TYPE OF YOUR DISCHARGE OR SEPARATION? | X | |
| (C) WAS SERVICE PERFORMED ON AN ACTIVE FULL TIME BASIS, WITH FULL MILITARY PAY AND ALLOWANCES? | X | |

| (D) DATE OF ENTRY OR ENTRIES INTO SERVICE | DATE OF SEPARATION OR SEPARATIONS |
|---|---|
| 11 Mar. 1943 | 26 June 1946 |
| BRANCH OF SERVICE (Army, Navy, Marine Corps, Coast Guard, etc.) | SERIAL NO. (if none, give grade or rating at time of separation). |
| Marine Corps. | 047506 |

| | YES | NO |
|---|---|---|
| 38. (A) IF YOU SERVED IN THE UNITED STATES MILITARY OR NAVAL SERVICE DURING PEACETIME ONLY, DID YOU PARTICIPATE IN A CAMPAIGN OR EXPEDITION AND RECEIVE A CAMPAIGN BADGE OR SERVICE RIBBON? | | |
| (B) ARE YOU A DISABLED VETERAN? *If so, and you have not listed your disability in answer to Item 33, explain in Item 39 below.* | | |
| (C) ARE YOU A VETERAN'S WIDOW WHO HAS NOT REMARRIED? | | |
| (D) ARE YOU THE WIFE OF A VETERAN WHO HAS A SERVICE CONNECTED DISABILITY WHICH DISQUALIFIES HIM FOR CIVIL SERVICE APPOINTMENT? | | |

### THIS SPACE FOR USE OF APPOINTING OFFICER ONLY

The information contained in the answers to Question 37 above has been verified by comparison with the discharge certificate on ........................., 19.....

Agency: ........................ Title: ........................

39. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS (indicate item numbers to which answers apply)

| ITEM NO. | | ITEM NO. | |
|---|---|---|---|
| | | | |

If more space is required, use paper the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to inside of this application.

Before signing this application check back over it to make sure that you have answered ALL questions correctly.

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

**False** statement on this application is punishable by Law (U. S. Code, Title 18, Section 80).

SIGNATURE OF APPLICANT Tennent H. Bagley

(Sign your name in INK (one given name, initial or initials, and surname). If female, prefix Miss or Mrs. and if married, your own given name as "Mrs. Mary L. Doe")

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# PERSONAL HISTORY STATEMENT

Instructions:
1. Answer all questions completely. If question does not apply write "not applicable." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
2. Type, print or write carefully; illegible or incomplete forms will not receive consideration.

**HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS?** yes (Yes or No)

## SEC. 1. PERSONAL BACKGROUND

A. FULL NAME (Use No Initials) Miss / Mr. / Mrs. TENNENT (First) HARRINGTON (Middle) BAGLEY (Last)

Telephone: Office: ____ Ext. ____ Home: ____

PRESENT ADDRESS - after 20 June: 2168 Florida Ave. N.W., Washington, D.C. - until 20 June: Hotel de la Truite, Ferney-Voltaire (Ain) France (St. & No., City, State, Country)

PERMANENT ADDRESS 2005 Soledad Ave, La Jolla, California, USA (St. & No, City, State, Country)

B. NICKNAME Peter WHAT OTHER NAMES HAVE YOU USED? ____

____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? ____

HOW LONG? ____ IF A LEGAL CHANGE, GIVE PARTICULARS ____

____ (Where?) ____ (By What Authority)

C. DATE OF BIRTH 11 Nov. 1925 PLACE OF BIRTH Annapolis, Maryland, USA (City, State, Country)

D. PRESENT CITIZENSHIP U.S.A. (Country) BY BIRTH? ____ BY MARRIAGE? ____

ATION CERTIFICATE # ____ ISSUED ____ (Date) BY ____ (Court)

____ (State) ____ (Country)

A PREVIOUS NATIONALITY? ____ (Yes or No) ____ (Country)

WHAT DATES? ____ TO ____ ANY OTHER NATIONALITY? ____ (Country)

ARS ____

N STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS:

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E. IF BORN OUTSIDE U.S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? ____

PORT OF ENTRY? ____ ON PASSPORT OF WHAT COUNTRY? ____

LAST U.S. VISA ____ Number ____ Type ____ Place of Issue ____ Date of Issue

## SEC. 2. PHYSICAL DESCRIPTION

AGE 24 SEX male HEIGHT 5'11" WEIGHT 165

EYES ____ HAIR ____ COMPLEXION ____ SCARS ____

BUILD ____ OTHER DISTINGUISHING FEATURES ____

## SEC. 3. MARITAL STATUS

A. SINGLE ✓ MARRIED ____ DIVORCED ____ WIDOWED ____

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS ____

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE — INCLUDE ANNULMENTS — USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE ____ First ____ Middle ____ Maiden ____ Last

PLACE AND DATE OF MARRIAGE ____

HIS (OR HER) ADDRESS BEFORE MARRIAGE ____ St. & No. ____ City ____ State ____ Country

LIVING OR DECEASED ____ DATE OF DECEASE ____ CAUSE ____

PRESENT, OR LAST, ADDRESS ____ St. & No. ____ City ____ State ____ Country

DATE OF BIRTH ____ PLACE OF BIRTH ____ City ____ State ____ Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY ____

CITIZENSHIP ____ WHEN ACQUIRED? ____ WHERE? ____ City ____ State ____ Country

OCCUPATION ____ LAST EMPLOYER ____

EMPLOYER'S OR BUSINESS ADDRESS ____ St. & No. ____ City ____ State ____ Country

MILITARY SERVICE FROM ____ Date TO ____ Date BRANCH OF SERVICE ____

COUNTRY ____ DETAILS OF OTHER GOV'T. SERVICE, U.S. OR FOREIGN

____

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents)

1. NAME ______ RELATIONSHIP ______ AGE ______

CITIZENSHIP ______ ADDRESS ______ St. & No. City State Country

2. NAME ______ RELATIONSHIP ______ AGE ______

CITIZENSHIP ______ ADDRESS ______ St. & No. City State Country

3. NAME ______ RELATIONSHIP ______ AGE ______

CITIZENSHIP ______ ADDRESS ______ St. & No. City State Country

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME ______ First Middle Last

LIVING OR DECEASED ______ DATE OF DECEASE ______ CAUSE ______

PRESENT, OR, LAST, ADDRESS ______ St. & No. City State Country

DATE OF BIRTH ______ PLACE OF BIRTH ______ City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY ______

CITIZENSHIP ______ WHEN ACQUIRED? ______ WHERE? ______ City State Country

OCCUPATION ______ LAST EMPLOYER ______

EMPLOYER'S OR OWN BUSINESS ADDRESS ______ St. & No. City State Country

MILITARY SERVICE FROM ______ Date TO ______ Date BRANCH OF SERVICE ______

COUNTRY ______ DETAILS OF OTHER GOV'T SERVICE, U.S. OR FOREIGN.

______

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME ______ First Middle Last

LIVING OR DECEASED ______ DATE OF DECEASE ______ CAUSE ______

PRESENT, OR LAST, ADDRESS ______ St. & No. City State Country

DATE OF BIRTH ______ PLACE OF BIRTH ______

CITIZENSHIP ______ WHEN ACQUIRED? ______ WHERE? ______ City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY ______

SEC. 12. EDUCATION

ELEMENTARY SCHOOL ______ ADDRESS ______ City State Country

DATES ATTENDED ______ GRADUATE? ______

HIGH SCHOOL ______ ADDRESS ______ City State Country

DATES ATTENDED ______ GRADUATE? ______

COLLEGE ______ ADDRESS ______ City State Country

DATES ATTENDED ______ DEGREE ______

COLLEGE University of Geneva and Graduate Institute of International Studies ADDRESS Geneva, Switzerland City State Country

DATES ATTENDED Oct. 1949 - June 1950 DEGREE Ph.D. (doctorat ès sciences politiques) - near completion -

SEC. 13. MILITARY, NAVAL OR OTHER GOV'T SERVICE—U.S. OR FOREIGN

Country Service Rank Dates of Service

Last Station Serial No. Type of Discharge

REMARKS: ______

SELECTIVE SERVICE BOARD NUMBER ______ ADDRESS ______

IF DEFERRED GIVE REASON ______

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS ______

SEC. 14. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST.

— no employment in period May 1949 - May 1950 —

1. FROM ______ TO ______

EMPLOYING FIRM OR AGENCY ______

ADDRESS ______ St. & No. City State Country

KIND OF BUSINESS ______ NAME OF SUPERVISOR ______

TITLE OF JOB ______ SALARY $ ______ PER ______

YOUR DUTIES ______

REASONS FOR LEAVING ______

2. FROM ______ TO ______

EMPLOYING FIRM OR AGENCY ______

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SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)

| | | | Street and Number | City | State |
|---|---|---|---|---|---|
| 1. | | BUS. ADD. | | | |
| | | RES. ADD. | | | |
| 2. | | BUS. ADD. | | | |
| | | RES. ADD. | | | |
| 3. | | BUS. ADD. | | | |
| | | RES. ADD. | | | |

SEC. 19. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? ______ IF NOT, STATE SOURCES OF OTHER INCOME ______

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS
National Savings and Trust Co., Washington D.C. - Credit Suisse, Geneva, Switzerland

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? ______
GIVE PARTICULARS, INCLUDING COURT: ______

D. GIVE THREE CREDIT REFERENCES — IN THE U.S.

| | NAME | ADDRESS St. & No. | City | State |
|---|---|---|---|---|
| 1. | | | | |
| 2. | | | | |
| 3. | | | | |

SEC. 20. RESIDENCES FOR THE PAST 15 YEARS

| FROM | TO | St. No. | City | State | Country |
|---|---|---|---|---|---|
| Oct. 1949 | June 1950 | Hotel de la Truite, | Ferney-Voltaire | (Ain) | France |
| May 1949 | Oct. 1949 | 2168 Florida Ave. N.W., | Washington, | D.C. | USA |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

SEC. 21. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

| | FROM | TO | City or Section | Country | Purpose |
|---|---|---|---|---|---|
| A. | Oct. 1949 | June 1950 | Ferney-Voltaire (Ain) | France | education in Geneva, Switzerland |
| | | | | | |
| | | | | | |

FROM ________ TO ________ ________ City or Section ________ Country ________ Purpose

FROM ________ TO ________ ________ City or Section ________ Country ________ Purpose

FROM ________ TO ________ ________ City or Section ________ Country ________ Purpose

B. LAST U.S. PASSPORT—NUMBER, DATE, AND PLACE OF ISSUE:

53005, 2 May 1947 (renewed 12 May 1949) - Washington, D.C.

HOW MANY OTHER U.S. PASSPORTS HAVE YOU HAD? none GIVE APPROXIMATE

DATES: ________

PASSPORTS OF OTHER NATIONS: None

## SEC. 22. CLUBS, SOCIETIES AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

— none in period covered - May '49 - May '50 —

1. ________ Name and Chapter ________ St. & No. ________ City ________ State ________ Country

DATES OF MEMBERSHIP: ________

2. ________ Name and Chapter ________ St. & No. ________ City ________ State ________ Country

DATES OF MEMBERSHIP: ________

3. ________ Name and Chapter ________ St. & No. ________ City ________ State ________ Country

DATES OF MEMBERSHIP: ________

4. ________ Name and Chapter ________ St. & No. ________ City ________ State ________ Country

DATES OF MEMBERSHIP: ________

5. ________ Name and Chapter ________ St. & No. ________ City ________ State ________ Country

DATES OF MEMBERSHIP: ________

6. ________ Name and Chapter ________ St. & No. ________ City ________ State ________ Country

DATES OF MEMBERSHIP: ________

7. ________ Name and Chapter ________ St. & No. ________ City ________ State ________ Country

DATES OF MEMBERSHIP: ________

SEC. 23. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT" "FAIR" OR "FLUENT")

LANGUAGE French SPEAK fluent READ fluent WRITE fluent

LANGUAGE German SPEAK fair READ fair WRITE fair

LANGUAGE Italian SPEAK slight READ fair WRITE slight

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFICIENCY IN EACH:

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

D. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1938:

E. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

14-00000



SEC. 24. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OR, OR HAVE YOU SUPPORTED ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES?

IF "YES", EXPLAIN: No.

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? yes IF SO, TO WHAT EXTENT? moderately

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW:

No

SEC. 25. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Mrs. David W. Bagley RELATIONSHIP mother

ADDRESS 2005 Soledad Ave., La Jolla, California, USA
St. & No. City State Country

SEC. 26. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

No.

14-00000

SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Ferney-Voltaire (Ain), France DATE 11 May 1950
City and State

Witness

Tennent H Bagley
Signature of Applicant

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

14-00000

(1) DATE OF CLEARANCE

(2) DATE OF REVOCATION

SUBJECT: NOTIFICATION OF GRANTING OR REVOCATION OF STAFF CRYPTOGRAPHIC CLEARANCE (HR 90-4)

1. AN ENTRY IN ITEM (1) DENOTES THAT THE ABOVE NAMED INDIVIDUAL HAS BEEN GRANTED A STAFF CRYPTOGRAPHIC CLEARANCE. AN ENTRY IN ITEM (2) DENOTES THAT THE STAFF CRYPTOGRAPHIC CLEARANCE HELD BY THIS INDIVIDUAL HAS BEEN REVOKED. THE CLEARANCE, OR REVOCATION, IS EFFECTIVE AS OF THE MONTH AND YEAR IMPRINTED ABOVE. SUBJECT HAS BEEN BRIEFED OR DEBRIEFED, AS APPROPRIATE, CONCERNING CRYPTOGRAPHIC AND RELATED COMMUNICATIONS SECURITY MATTERS AND HAS SIGNED A BRIEFING/DEBRIEFING STATEMENT, AS APPROPRIATE, ACKNOWLEDGING RESPONSIBILITY FOR THE PROTECTION OF CRYPTOGRAPHIC INFORMATION. UPON REVOCATION OF THE CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE FURTHER CUSTODY OF, ACCESS TO, OR OTHERWISE GAIN FUTURE KNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION.

2. WHEN EMPLOYEE NO LONGER REQUIRES THE CLEARANCE IN ORDER TO PERFORM HIS/HER ASSIGNED DUTIES, IT IS REQUESTED THAT THE COMMUNICATIONS SECURITY STAFF, OC, BE NOTIFIED SO THAT THE CLEARANCE MAY BE REVOKED.

DISTRIBUTION:
1—EMPLOYEE'S COMPONENT
1—OFFICE OF PERSONNEL

FOR THE CHIEF, COMMUNICATIONS SECURITY STAFF

Donald F. Beckett

CHIEF, DOCTRINES BRANCH, OC-S

FORM 1-66 1597A OBSOLETE PREVIOUS EDITIONS

CONFIDENTIAL

GROUP 1 Excluded from automatic downgrading and declassification

---

file

U. S. MARINE CORPS REPORT OF SEPARATION

SAVING FORM.

SS# ---

| 1. Last name | First name | Middle names | 2. Rank | 3. Pay grade | 4. Serial number |
|---|---|---|---|---|---|
| BAGLEY | Tennent | Harrington | Pl Sgt | 3rd | 542428 |

5. Permanent address for mailing purposes: 2129 Florida Ave., N.W., Washington, D. C.
6. Race: W — 7. Sex: M — 8. Citizen: Yes X — 9. Date of birth: 11Nov25

10. Address from which person will seek employment: 2129 Florida Ave., N.W., Washington, D. C.
11. Married: No X — 12. No. of dep.: none — 13. Place of birth: Annapolis, Md.

RECORD OF MARINE CORPS SERVICE

Selective Service data: Registered: Yes X — 15. Address at time of entry into service: Washington, D. C. — 16. Sel. Ser. Bd. No: ------ — 17. County & State: ------

Means of entry: Enlisted X — 19. Place of entry into active service: Los Angeles, California — 20. Date of entry: 1Jul43 — 21. Component: 1Tl-b

Pension claim filed: No X — 22. Place of separation from active service: MB, Washington, D.C. — Date of separation: 26Jun46 — Org. at separation: BksDet

Type of discharge cert.: Honorable — 27. Years: --- Mos: 7 Days: ---

28. Military specialties: Sea Duty Officer (1950)

29. Service schools attended: PCS, Quantico, Va.; Sea School, San Diego, Cal. — Courses: PCS; Sea School — Weeks: 16; 6

30. Principal military duty: Sea Duty Officer (1950)

EMPLOYMENT AND NON SERVICE EDUCATIONAL DATA

31. Civilian occupation (title): Student — D.O.T. number: 0-X — No. yrs: --- — Last employed: -----

Job summary: Majored in International Relations and Foreign Trade

32. Secondary occupation (title): -------- — D.O.T. number: ---- — No. yrs: --- — Last employed: -----

33. Last employer before entry into service: -------- — Date left: ---- — Yes X

35. Education in years: Grammar 8 — High school 4 — College 3 — Degree 0 — 36. Major courses: International Relations and Foreign Trade

37. Trade courses: None — 38. Courses of greatest interest: International Relations — 39. Last school attended: Princeton University, Princeton, N. J.

PREFERENCES

40. Preference for additional training: Going back to school

41. Job preference: Foreign Trade — Reason: Will be trained for

42. Locality preference: Undecided — Reason: --------

I certify that all information on this form pertaining to the Naval Service of the above named individual is in accordance with the records of the U. S. Marine Corps and that a copy of this form has been delivered to him in person.

Robert E. Sedwick — Signature of C.O. or pers. O.

ROBERT E. SEDWICK, Capt., USMCR — Type in name of off. sgnd.

Tennent H. Bagley — Signature of discharged — 25Jun46 Date

MARINE'S COPY

14-00000

STANDARD FORM NO. 64

CONFIDENTIAL

# Office Memorandum • UNITED STATES GOVERNMENT

TO : Chief, Employees Division, Special Support Staff DATE: 29 May 1950

FROM : Chief, Personnel Security Branch

SUBJECT: BAGLEY, Tennent Harrington - 38638

Reference is made to your memorandum dated 25 May 1950 requesting an extension of the security approval granted for subject.

This is to advise that the security clearance granted on 29 August 1949 is still in effect, provided subject enters on duty within 60 days from this date.

EMPLOYEES DIVISION

ERMAL P. GEISS

CONFIDENTIAL

Case 8/23

CONFIDENTIAL

SECURITY APPROVAL

To : Personnel Officer

From : Chief of Inspection and Security

Subject: BAGLEY, Tennent Harrington

Date: 29 August 1949

Number: 38638

1. Note "X" below:

[X] Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.

[ ] Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

[X] Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

2. Your memorandum dated 1 June 1949 stated Subject is an applicant for the Advisory Council.

EDGAR P. GEISS
Chief, Personnel Security Division

CONFIDENTIAL

FORM NO. 38-101
MAY 1949

14-00000

RECORD OF

PREVIOUS GOVERNMENT

SERVICE RETURNED TO

FEDERAL RECORDS CENTER IN

ST. LOUIS, MO.

DATE Aug 1, 1974

EM

1 June 1949

MEMORANDUM FOR THE CHIEF, PERSONNEL SECURITY DIVISION

SUBJECT: Request for Security Clearance for

Tennent H. Bagley
Intelligence Officer
P-5 $4479.60
Advisory Council

1. It is requested that the security investigation be initiated on the above named person, who is being considered for a position with the Central Intelligence Agency.

2. Attached hereto are the required copies of the Personal History Statement.

3. Please notify this office in writing upon completion of the security investigation.

WILLIAM J. KELLY

Chief, Personnel Branch

Attachments: 2 Forms 38-1

Form No. 37-104
Sep 1948

14-00000

CONFIDENTIAL

Budi 1/10

CENTRAL INTELLIGENCE AGENCY
PERSONNEL BRANCH
**REFERRAL SHEET**

| TO: OFFICE OR BRANCH | ATTENTION | DATE |
|---|---|---|
| PB/A&M | Mr. Flynn | 10 May 1949 |

APPLICANT'S NAME: BAGLEY, Tennent Harrington

[ ] FOR INTERVIEW
[ ] PAPERS ONLY

[ ] FORM 57 [ ] FORM 38-1 [ ] FILE

RECOMMENDED FOR

REQUISITION CONTROL NO. ______

LB
(SIGNATURE FOR THE PERSONNEL OFFICER)

ACTION (FOR ROUTING WITHIN OFFICE OR BRANCH)

| TO | DATE | COMMENTS |
|---|---|---|
| 1. | | |
| 2. | | |
| 3. | | |
| 4. | | |
| 5. | | |

REPORT BACK (NOTE DEADLINE)

INDICATE ACCEPTABILITY OF SUBJECT BELOW AND RETURN TO THE PERSONNEL BRANCH, PROCUREMENT AND PLACEMENT DIV.
ROOM NO. BUILDING. BY

[ ] ACCEPTABLE FOR (OFFICE OR BRANCH) | JOB TITLE AND GRADE

SUBJECT REQUESTED TO COMPLETE [ ] FORM 57 [ ] FORMS 38-1 & FORWARD TO PERSONNEL BRANCH, PROCUREMENT & PL. DIV.

[ ] NOT ACCEPTABLE (STATE REASONS UNDER REMARKS)

REMARKS

PB/A&M Mr. Flynn 10 May 1949

Per our conversation.

G B Zimbocker
SIGNATURE

CONFIDENTIAL

TITLE

FORM NO. 37-9
SEP 1947

14-00000

SECRET

Recommend approval
J. Reff
24 May 51
Please Expedite

24 May 1951

TO: Personnel Director, CIA

VIA: [illegible] and PDS

FROM: FDM

SUBJECT: Tennent H. Bagley

1. It is requested that permission be procured from the Marine Corps and the Selective Service for subject to leave the country on a two-year assignment with this Agency in Austria.

2. Below is the information on subject's draft and reserve unit:

A) Selective Service:

Board: Local Board No. [illegible]
1729 New York Avenue, N. W.
Washington 25, D. C.

Classification: 1-A

Selective Service Number: 4 49 25 [illegible]

Home Address: 2[illegible] Avenue, N.W., Washington, D. C.

B) Marine Reserve:

Rank and Serial No.: First Lieutenant - 047506

Marine Reserve Unit: 11th Marine Corps Reserve District

3. Subject has been with this Agency since 24 July 1950 and is unusually well qualified for intelligence work in Austria. If the above permissions are granted, subject will be sent immediately to his assignment.

Passed on to clary 5/25/51 [illegible]

[signature]
Hugh T. Cunningham
Acting Chief, FDM

APPROVED:

Harry W. [illegible]
For the Assistant Director, Special Operations

Form 300 & letter from Marine corps sent to Neal 6/1/51

SECRET

17

14 November 1950

**TO:** Employees Division

**VIA:** EXO

**FROM:** FDM

**SUBJECT:** Tennent H. Bagley

Mr. Bagley has been recalled to active duty as a First Lieutenant in the Marine Corps with effective date 11 December 1950. The order is by letter MC-1?43761 of Headquarters U. S. Marine Corps, Washington, D. C., dated 3 November 1950 and addressed to his home in La Jolla, California (copy attached). Since Mr. Bagley is on duty in Washington, he did not receive the order until 13 November 1950.

Mr. Bagley was employed by this Agency on 24 July 1950 as a Research Analyst assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will complete the Advanced Operations Course on 1 December 1950. During this period, however, it has been agreed that his qualifications could best be utilized as an Intelligence Officer in Germany, and the papers are now in requesting his transfer to FDM for that purpose.

Request that Mr. Bagley's deferment from recall to active duty with the Marine Corps be arranged on the grounds that his work in the Training Courses has shown him to be unusually well qualified for intelligence work in Germany and that men of his caliber and background are still badly needed by the German Station. If this deferment can be arranged, he will be sent to Germany as a GS-9 Intelligence Officer at the earliest opportunity.

Richard Helms

Richard Helms
Chief, FDM

Attachment

APPROVED W. G. Sharp
EXO/CSC

14-00000

**S E C R E T**

SECURITY INFORMATION

MEMORANDUM FOR THE FILE OF: Tennent H. Bagley

FROM: Office of the Personnel Director

1. On 24 May 1951 this office arranged with U. S. Marine Corps Reserve to have the above-named subject's active duty orders cancelled. This action was taken because, due to his training and experience, it was felt that the subject would be of more service to the United States as an employee of the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject resign or otherwise be separated from CIA, please notify this office immediately in order that this cancellation action may be revoked and the subject will be made a free agent.

George E. Meloon

GEORGE E. MELOON
Acting Personnel Director

For the Use of PD(C) or PD(O)

Office of the Personnel Director notified on ________________ that the subject has resigned or otherwise been separated from CIA.

________________
(Signature)

**S E C R E T**

SECURITY INFORMATION

14-00000

S E C R E T

SECURITY INFORMATION

MEMORANDUM FOR THE FILE OF: Lennart H. Bagley

FROM: Office of the Personnel Director

1. On 25 May 51 this office arranged with National Headquarters of Selective Service that the above-named subject be deferred until further notice. This action was taken because it was felt that the subject would be of more service to the United States as an overseas employee with the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject be transferred to a departmental position, or should he resign or be otherwise separated from CIA, please notify this office immediately in order that his deferment may be cancelled.

George E. Meloon
GEORGE E. MELOON
Acting Personnel Director

For the Use of PD(C) or PD(O)

Office of the Personnel Director notified on ____________ of the following action on the subject:

____ Transfer to a departmental position within CIA
____ Resignation or other type of separation from CIA

CANCELLED PER MEMO DATED 25 July 53.

____________
(Signature)

S E C R E T

SECURITY INFORMATION

14-00000

SECERT

REPRODUCTION MASTERS

BIOGRAPHIC

BIOGRAPHIC PROFILE

SECRET

Handle With Care